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ABSTRACT

A study was conducted to evaluate parents' reactions to and utilization of the Child Development Center (CDC) sponsored by OEO for its Washington, D.C. based employees. Interviews were conducted with all 43 users of the CDC (22 OEO employees and 21 employees of other Federal agencies) and with 137 other OEO employees who are parents of young children. Fifty-four of the latter group were chosen as the comparison group. Several types of analyses were conducted: (1) development of a general profile comparing OEO CDC users to users of other types of day care; (2) estimate of need and effective demand for the OEO CDC; (3) estimates of the economic benefit to OEO; (4) analysis of user satisfaction and comparison to the satisfaction reported by users of other arrangements; (5) analysis of key factors affecting day care decisions and the trade-offs among them; and (6) comparison of the results of this study to the evaluations of two other federally sponsored day care centers, to findings from the OEO national day care survey of 1970, and to the Massachusetts Early Education Project. (KM)

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# EVALUATION
# OF THE
# OFFICE OF ECONOMIC OPPORTUNITY
# CHILD DEVELOPMENT CENTER

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The views expressed in this report are those of the authors and do not necessarily reflect the official policy of the Office of Economic Opportunity or any other government agency.

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- Mr. William R. Prosser, of the Office of Planning, Research and Evaluation, OEO, served as Project Officer for the study and made major contributions to the study design and data analysis phases. Mr. Prosser is the author of the Foreword to this report.
- Drs. Richard R. and Mary A. Rowe of the Massachusetts Early Education Project developed the personal interview questionnaires that were used to interview parents.
- Dr. Richard L. Beatty was chiefly responsible for developing the analysis plan, including the design of the cross-tabulations and the other special analyses of the data.
- Ms. Ann D. Murray was an important participant in several tasks including questionnaire refinement, sampling, interviewer training and reviewing of completed questionnaires for consistency.
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## TABLE OF CONTENTS

| Chapter | | Page |
|---|---|---|
| | FOREWORD | ix |
| 1 | HIGHLIGHTS | 1-1 |
| | 1.1 Comparing Users and Non-Users (Demographic Variables) | 1-3 |
| | 1.2 Estimated Demand for OEO Child Development Center | 1-5 |
| | 1.3 Economic Benefits of the Child Development Center | 1-5 |
| | 1.4 Preference Versus Usage | 1-6 |
| | 1.5 Factors of Importance in Selecting Ideal Child Care Arrangements | 1-6 |
| | 1.6 Trade-offs in Factors of Importance | 1-7 |
| | 1.7 Satisfaction With the OEO Center | 1-7 |
| | 1.8 Cost as a Factor in Making Day Care Decisions | 1-8 |
| 2 | INTRODUCTION | 2-1 |
| | 2.1 Objectives | 2-1 |
| | 2.2 The Questionnaires | 2-2 |
| | 2.3 The Sample | 2-3 |
| | 2.4 The Analysis Group | 2-5 |
| | 2.5 The Organization of the Report | 2-7 |
| 3 | PROFILES OF USERS AND NON-USERS | 3-1 |
| | 3.1 Comparisons of Users vs. All Non-Users – General Composition of the Samples | 3-1 |
| | 3.2 Characteristics of Users vs. Non-Users: Comparison Group I | 3-2 |
| | 3.3 Comparison Group II | 3-14 |
| 4 | ESTIMATED DEMAND FOR OEO CHILD DEVELOPMENT CENTER | 4-1 |
| 5 | ESTIMATION OF ECONOMIC BENEFIT TO OEO | 5-1 |
| | 5.1 Employee Absenteeism | 5-2 |
| | 5.2 Employee Turnover | 5-12 |
| | 5.3 Improved Recruiting | 5-14 |
| | 5.4 Estimated Total Value of Day Care | 5-16 |

## TABLE OF CONTENTS (Continued)

Chapter Page

6 SATISFACTION WITH THE OEO CHILD DEVELOPMENT CENTER AND OTHER CENTERS. . . . . . . . . . . . . . . 6-1

6.1 Satisfaction With Ten Aspects of the OEO Center . . . . . . . . . . . . . . . . . . . . . 6-1
6.2 Comparison of Satisfaction and Importance of Various Factors . . . . . . . . . . . . . . . 6-2
6.3 Satisfaction of the Children . . . . . . . . . . 6-5
6.4 Comparison of OEO Center With Previous Child Care Arrangements. . . . . . . . . . . . . . . 6-8
6.5 Importance of Factors at OEO Center Reported to be Worse in Comparison With Previous Arrangements . . . . . . . . . . . 6-12
6.6 User Preference for Day Care Arrangements. . . . 6-12
6.7 OEO Center Users Compared on Satisfaction With Users of Other Centers. . . . . . . . . . . 6-14
6.8 Satisfaction vs. Importance of Factors: Users of Other Centers . . . . . . . . . . . . . 6-16
6.9 Comparison of Previous and Current Child Care Arrangements: Comparison Group II. . . . . 6-17

7 KEY FACTORS RELATED TO CHOICE OF DAY CARE ARRANGEMENT . . . . . . . . . . . . . . . . . . . . . 7-1

7.1 Preferences. . . . . . . . . . . . . . . . . . . . 7-1
7.2 Ease of Setting Up Day Care Arrangements . . . . 7-12
7.3 Respondents' Ratings as to Importance of Various Factors in Choosing Child Care Arrangements . . . . . . . . . . . . . . . . . . 7-15
7.4 Cost as a Factor in Making Day Care Decisions. . . . . . . . . . . . . . . . . . . . . 7-20

8 TRADE-OFFS AMONG THE KEY FACTORS. . . . . . . . . . . 8-1

8.1 Reported Importance of Formal Program vs. Cost vs. Closeness to Home or Work . . . . . . . 8-1
8.2 Reported Importance vs. Actual Behavior. . . . . 8-4
8.3 Cost vs. Distance. . . . . . . . . . . . . . . . 8-9

TABLE OF CONTENTS (Continued)

Chapter Page

9 A COMPARATIVE ANALYSIS OF THE OEO CHILD CARE DEVELOPMENT CENTER WITH THE HEW AND DOL CENTERS AND DAY CARE CENTERS SAMPLED NATIONALLY . . . . . . 9-1

9.1 Characteristics of Day Care Centers. . . . . . . 9-1
9.2 Characteristics of Parents . . . . . . . . . . . 9-4
9.3 Satisfaction with Day Care Centers: OEO Center vs. HEW and DOL Centers . . . . . . . . . 9-6
9.4 Factors of Importance in Choosing Child Care Arrangements: Government-Sponsored Centers and Massachusetts Parents. . . . . . . 9-7

Appendices

A SAMPLE DESIGN . . . . . . . . . . . . . . . . . . . . . A-1

B SURVEY METHODOLOGY. . . . . . . . . . . . . . . . . . . B-1

B.1 Telephone Screening. . . . . . . . . . . . . . . B-1
B.2 Personal Interviews. . . . . . . . . . . . . . . B-2

C QUESTIONNAIRES. . . . . . . . . . . . . . . . . . . . . C-1

D CROSS-TABULATIONS . . . . . . . . . . . . . . . . . . . D-1

D.1 OEO Questionnaire. . . . . . . . . . . . . . . . D-1
D.2 Preschool Questionnaire. . . . . . . . . . . . . D-4
D.3 School Children Questionnaire. . . . . . . . . . D-5

E RECOMMENDATIONS REGARDING THE QUESTIONNAIRES. . . . E-1

F RESPONSE INCONSISTENCIES. . . . . . . . . . . . . . . F-1

## TABLE OF CONTENTS (Continued)

### List of Tables

| Table | | Page |
|---|---|---|
| 3-1 | Composition of the total interview sample . . . . . | 3-2 |
| 3-2 | Primary day care arrangements of relevant sample: OEO CDC users vs. Comparison Group I. . . . . . . . | 3-3 |
| 3-3 | Primary type of day care used -- by race, sex, age, and household composition. . . . . . . . . . . | 3-4 |
| 3-4 | Primary type of day care used -- by education, grade level, and total family income. . . . . . . . | 3-7 |
| 3-5 | Primary type of day care used by family income. . . | 3-10 |
| 3-6 | Number of children six years of age or under in home. . . . . . . . . . . . . . . . . . . . . . . | 3-12 |
| 3-7 | Number of children six years of age or under in home by day care arrangement used . . . . . . . . . | 3-13 |
| 3-8 | Age classification of respondent's children by primary type of day care used by respondent . . . . | 3-15 |
| 4-1 | Results of OEO census - February 1972 . . . . . . . | 4-2 |
| 4-2 | Percentage distribution of OEO employees by parent category . . . . . . . . . . . . . . . . . . . | 4-3 |
| 4-3 | Profile of OEO employees by parent category based on census and imputation of nonrespondents - February 1972 . . . . . . . . . . . . . . . . | 4-4 |
| 5-1 | Comparison of sick leave taken during the period April-August in 1971 and 1972 by users and non-users of OEO Child Development Center . . . . . . . | 5-5 |
| 5-2 | Comparison of annual leave taken in the amounts less than eight hours during period April-August in 1971 and 1972 by users and non-users of OEO Child Development Center. . . . . . . . . . . . . . . | 5-6 |

## TABLE OF CONTENTS (Continued)

**Table** **Page**

5-3 Percentage of employees tardy or absent because of child care problems (two month period) . . . . . 5-8

5-4 Estimated total days lost per employee because of child care problems (two month period) . . . . . 5-9

6-1 User satisfaction with OEO Child Development Center. . . . . . . . . . . . . . . . . . . . . . 6-3

6-2 Relative importance of factors evaluated showing satisfaction or dissatisfaction . . . . . . . . . . 6-6

6-3 Rating of children's satisfaction at OEO Center . . 6-7

6-4 Comparisons of OEO Center to previous child care arrangements for 48 children enrolled in center . . 6-9

6-5 Factors on which OEO Center is reported better than previous child care arrangement for more than 50% of the children. . . . . . . . . . . . . . . . 6-11

6-6 Importance to parents of factors in child care arrangements at OEO Center reported to be worse than previous arrangement for more than 15% of the children. . . . . . . . . . . . . . . . . . . . 6-13

6-7 Comparison of satisfaction and dissatisfaction of CDC users and users of other centers . . . . . . 6-15

7-1 Preferences for day care by primary type of day care used . . . . . . . . . . . . . . . . . . . . . . 7-2

7-2 Contingency table for chi-square test of preference vs. user/non-user. . . . . . . . . . . . . 7-3

7-3 Satisfaction-dissatisfaction ratings for OEO Day Care Center by users expressing preference for another day care arrangement. . . . . . . . . . . . . 7-4

7-4 Principal factors in selecting day care arrangement (center users preferring another child care arrangement). . . . . . . . . . . . . . . . . . . . . 7-6

TABLE OF CONTENTS (Continued)

Table | | Page
---|---|---
7-5 | Preferences for day care, reasons for not using OEO-CDC, and incentives to use OEO-CDC for Comparison Group II by present arrangement and family income . . . . . . . . . . . . . . . . . . . . | 7-9
7-6 | Reasons for non-use and incentives to use of OEO Day Care Center (non-users preferring OEO Center for child care) . . . . . . . . . . . . . . . . . . . . | 7-11
7-7 | Acceptable distance for preferred day care arrangement by type of current arrangement. . . . . | 7-12
7-8 | Difficulties of setting up day care arrangements. . | 7-14
7-9 | Relatives available for child care. . . . . . . . . | 7-15
7-10 | Average ratings of users and Comparison Group I non-users on twelve factors relating to factors involved in making day care choices . . . . . . . . | 7-17
7-11 | Factors chosen as most important in selecting ideal child care arrangement by primary arrangement presently used. . . . . . . . . . . . . | 7-19
7-12 | Percent citing various factors as 1st, 2nd, or 3rd most important and average ratings given to the factors based on formula below. . . . . . . . . | 7-20
7-13A | Comparison of reported ability to pay vs. costs actually incurred for day care -- Users . . . . . . | 7-22
7-13B | Comparison of reported ability to pay vs. costs actually incurred for day care -- Comparison Group II. . . . . . . . . . . . . . . . . . . . . . | 7-23
7-14 | Cost now paid for child in day care the greatest number of hours vs. cost that would be paid for one child at OEO center . . . . . . . . . . . . . . . | 7-25
7-15 | Current monthly costs for one child in full-time day care vs. hypothetical cost at OEO CDC for 12 non-users citing cost as reason for not using center, by income level . . . . . . . . . . . . . . . | 7-27

## TABLE OF CONTENTS (Continued)

| Table | | Page |
|---|---|---|
| 8-1 | Relative importance of cost vs. formal program vs. closeness in choosing ideal child care arrangement | 8-2 |
| 8-2 | Weekly costs vs. distance travelled for child care | 8-10 |
| 9-1 | Categories of day care facilities, national sample | 9-2 |
| 9-2 | General profile of day care centers | 9-3 |
| 9-3 | Ratio of one-parent to two-parent households, by category of day care center | 9-5 |
| 9-4 | Comparison of respondent education, OEO center and HEW center | 9-6 |
| 9-5 | Fee schedules: Comparing HEW-DOL center fees with OEO Center | 9-9 |
| A-1 | Results of OEO census - February, 1972 | A-2 |
| A-2 | Results of Westat screening interviews | A-3 |
| A-3 | Non-user sampling frame | A-3 |
| A-4 | Non-user sample | A-4 |
| F-1 | Resolution of inconsistent response patterns on questions of cost | F-2 |

# FOREWORD

In March 1972 the Office of Economic Opportunity opened a Child Development Center (CDC) for its employees. The Center, operated by Edufax Incorporated and supported by Research and Development Funds, has recently been evaluated by the Office of Planning, Research and Evaluation, on the basis of the following criteria:

(1) The extent of the need for child care services by OEO employees;

(2) The extent to which this need is met by a center located near the work place;

(3) The factors which are important to parents when selecting child care;

(4) The amount parents are willing to pay for an enriched child development child care; and

(5) The economic benefits accruing to the federal government from such

> factors as decreased employee absenteeism, tardiness and turnover.

The Center was designed to accommodate sixty children in two classrooms of thirty children each. It opened with an enrollment of thirty children and in its eight months of operation has expanded to the present enrollment of fifty children--which, because of space limitations in one classroom, may be its operating capacity. Approximately twenty of the participants are children of OEO employees; the remaining thirty are children of parents from other federal agencies generally employed near the Center. The children represent a desirable mixture of the sexes (twenty-five boys and twenty-five girls) and ages (7 two-year-olds, 17 threes, 15 fours, and 11 fives). Seventy-seven percent of the families are black, and family incomes range from $6,000 to over $20,000 per year.

Although the investigation tends to confirm that the children in the CDC are participating in a rewarding, empathetic daily experience, the reader is cautioned that the focus of this evaluation was on the parents, not their children. Therefore, the findings presented relate to administrative matters and parental needs, not child development.

The study is reported in two parts. The objective of the foreword is to provide OEO management with information that will assist them in deliberations concerning refunding of the CDC. It was prepared by the Evaluation Division/Office of Planning, Research and Evaluation and focuses on the historical and operational aspects of the Center. The body of the report prepared by Westat Incorporated, reports the results of interviews with 180 OEO parents and CDC users. The interviews were conducted in July 1972 approximately four months after the Center opened. Westat was charged with the primary research objective of this evaluation, namely, to evaluate parents' reactions to and utilization of the Center. While the report was written by separate organizations, it is intended to serve as a unitary case study for individuals in other agencies who are contemplating child care services for children of their employees.

## SUMMARY OF FINDINGS

1. The Statement of Work section in the contract between OEO, Edufax, and the CDC operator details their goals:

> " The Office of Economic Opportunity desires to demonstrate that employees and employer cooperating together can provide a daily

> child developmental program in a stimulating, safe and well supervised environment at a reasonable cost which will allow parents to engage in income producing employment." (Emphasis supplied by author.)

## Stimulating Environment

It is our opinion that the children are receiving a stimulating developmental program in a safe well-supervised environment. Eighty-four percent of the parents using the Center report they are "completely or very satisfied" with the program. In addition, 88 percent of the parents reported their children are very happy with the program. The Center is licensed by the District of Columbia and is in substantial compliance with the 1968 Federal Interagency Day Care Standards.[1]

## Employee-Employer Cooperation

The area with which parents report the most dissatisfaction concerns parent participation in CDC policy and decision making. The degree of successful cooperation between the various individuals and parties (OEO, parents, and Edufax) involved has been varied. Although there were attempts at participatory decision making during the Center's establishment, the contractual arrangement between OEO and Edufax has limited the parents' role. Although a number of individuals (five-fifteen) represented parent interests in the original planning and selection of the operating contractor, an organized group of parents did not exist at this time. Furthermore, it was very difficult for parents to commit themselves, and their children, to an idea--as contrasted to a concrete program. (It is interesting to note that of these original parent representatives, only one used the Center; several others did not have children eligible and several chose not to enroll their children.)

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[1] U. S. DHEW, OEO, DOL, "Federal Interagency Day Care Requirements," September 1968.

At present there is a parent advisory board composed of seven parents representing users of the Center and four members representing OEO administration. This parent board has made progress in learning what role it can play in the contractural arrangement between OEO and Edufax. But still, attendance at parent meetings has been and is spotty.

## Reasonable Costs

During the months June through September, the Center's average operating costs were between $250 and $300 per child per month which, if continued over an entire year, would equal $3,000 to $3,600 per child annually. (This excludes most one-time costs encountered in establishing the CDC.) Generally, parents interviewed expressed a willingness to pay $50 to $100 per month per child. Less than ten percent of potential users of the Center express a willingness to pay over $200 per month for all of their children Parents who can afford higher fees typically have high incomes and desire an at-home arrangement which includes housekeeping services. Individual fees at the Center range from $17 a month for families with annual incomes below $5,500 to $130 for families with incomes above $20,000. OEO employees using other centers in the metropolitan area typically pay $50-$100 per month per child. A survey, conducted by the Office of Planning, Research and Evaluation, of all centers in the metropolitan area found that the vast majority of centers charge $80-$90 per month regardless of income. The child development centers run by Headstart, Model Cities and National Capitol Area Child Development Center Association and other federal agencies report costs in the range of $150-$250 per child per month.

A superficial analysis of costs indicates that it would probably require a drastic change in the program (in kind rather than degree) before income from parents would cover a significant portion of operating costs. This analysis also indicates that monthly per-child operating costs will decline as the Center completes its break-in period. Furthermore, in future contract negotiations, certain costs could be negotiated downward because of knowledge gained in the first operating year.

At present, the Center operating costs are running about $14,000 per month. Some belt tightening might reduce the costs to $12,000 or $11,000 per month. Parents' fees presently total about $3,000 per month. If fees were increased an average of $5 per week and additional children were recruited to fill the Center to design capacity, income would increase to approximately $5,000 per month. Typically there are six to ten children absent each day so that the Center could be over-enrolled by another eight children. This would increase income another $600 to $1,000 per month. Therefore, conservatively, the minimum gap between parent payments and expenses is $5,000 per month or an additional $80-$100 per month per parent for a sixty-child center.

## Allow Parents to Engage in Employment

We can find no evidence that the operation has had any effect on whether parents work or not. The people using the Center were working before and changed only their type of child care arrangement. The Center has not been used in any way to promote employment of low income individuals at OEO or promote employment of low income individuals living in the neighborhood surrounding the CDC. As best we can tell, new employees are only told about the Center if they ask. Several employees who showed early interest in the Center when later asked why they had not enrolled their children replied that their wives has not returned to work as expected. Apparently, child care was not the major barrier to employment for those individuals. It should be noted, however, that several of the CDC users are quite concerned that they might not be able to find adequate arrangements if the Center were closed.

2. Is this research and development project unique and innovative?

Although the Center is unique in that it differs from the majority of day care arrangements because it focuses on child development, it is typical of centers specializing in child development. For example, there are several governme[illegible]ncies in this area that have employee day care centers. They are all very much the same in general emphasis and have a similar parent, employer, contractor relationship. The contractors differ somewhat in the quality of service provided but generally operate in the $2,000-$3,000 per-child-year cost range.

In the early formative stages of planning certain decisions had to be made in order to start the project moving. The first of these was that there would be a center operated near OEO. Given this decision, it was fairly difficult to be very innovative. Parent participation also tended to lead the project toward traditional ways.

The CDC is not innovative in terms of demonstrating new concepts in child care for OEO (federal) employees or for its clientele, the poor, nor is there any evidence that the parents it serves wish it to be.

3. What is the demand for care of children of OEO employees?

We estimate there are approximately 100 parents who need full time care for their children ages two to six years old, the age range restriction of the Center. As of September 30 there were twenty OEO parents using the Center, a participation rate of about 20 percent. Because of various consumer preference factors, such as desire for home care, convenience, availability of relatives, and cost, we believe that at most 50 percent of parents needing full day care would utilize center-type care. We would think that an employment-based center care might capture one-third to two-thirds of that or approximately seventeen to thirty-four total user parents. (Fifty-five percent of the 180 parents interviewed perferred to have the Center within walking distance of work rather than walking distance of home.) Therefore, we would conclude that somewhat fewer OEO parents (twenty) are using the

Center than would be expected but that total utilization probably would never reach fifty to sixty OEO parents. We believe the original projections of expected employee utilization were unrealistically high.

In terms of the utilization by grade, we find the following for OEO employees:

| Grade | 2-5 | 6-7 | 9 | 11& 12 | 13+ | TOTAL |
|---|---|---|---|---|---|---|
| percent (of those using CDC) | 41% | 32% | 0% | 13% | 14% | 100% |

Some people would argue that it is inequitable to provide benefits only to a special group of employees--in this case, those who need full day care for their preschool children while they work. We will not deal with that argument here because it gets into the broader question of employee rights and benefits which is not the focus of this evaluation. It should be noted, however, if one wishes to be equitable to all those employees needing day care for their children, that approximately 120 OEO employees are excluded by the ages of their children (ages under two and over six). These employees provide potential for innovative programs such as employee vouchers.

The future OEO employee need will, of course, be affected by the extent of regionalization and other reorganizations which are planned. Decisions concerning the Center should take these plans into account. However, in actuality the Center is no longer strictly an OEO center, but a federal employees' center. There will always be sufficient federal employees to fill the Center, given its present fee schedule.

4. What reasons do parents give for not using the Center?

We have two sources of data. In July 1971, a survey of OEO employees was made by OEO administration and 60 employees expressed interest in the Center. In February 1972, thirteen of those parents had enrolled their children in the Center. We sent a questionnaire to the remaining 47 parents to determine why they had not enrolled their children. Repeated follow-ups resulted in 46 replies summarized below:

| | |
|---|---|
| No longer employed at OEO | 10 |
| Costs are too high | 13 |
| Inconvenient location | 8 |
| Spouse did not return to work | 5 |
| Child no longer in area | 5 |
| Children are not two-six years old | 4 |
| Other reasons | 16 |
| Total responses | 61* |

---

* Since some respondents gave multiple reasons the total is greater than 46.

It is important to note that many of those responding to the questionnaire felt they had shown interest in but not enrollment commitment to the Center. Unfortunately, it appears that OEO administration interpreted the survey results as a rather firm estimate of need for the Center--in fact, this may have been the reason for planning a center with a sixty-child capacity.

Seven of the 46 gave high fees as their only reason. We will return to the fee schedule later.

In July 1972, Westat, Incorporated, under contract with the Office of Planning, Research, and Evaluation, interviewed 180 employees. This interview group included all users of the CDC plus all known employees with children in the under six-year old category. Fifty-three individuals who qualify for use of the CDC but who are presently using other day care for their children gave the following answers to the question:

> "What are the one or two most important reasons why you have decided not to send your children to the OEO day care center?"

| | |
|---|---|
| Do not like location/transportation problems | 18 |
| Prefer present arrangement | 16 |
| Too expensive | 14 |
| Child too young | 13 |
| Other | 8 |
| Total responses | 69 |

When asked what changes might persuade them to use the Center, 19 responded: "None, prefer present arrangement," and the other 34 responded in a manner consistent with their previous answers.

We would conclude that satisfaction with present arrangements, fees higher than what parents are willing to pay, and location near work rather than home are the prominent reasons why parents who use full time care have not switched to the CDC. We believe, moreover, that minor changes in the present program or fess would not significantly affect enrollment. Although changing the fee schedule for the higher income employees and lowering the age of eligibility might entice a few more OEO employees to use the Center, it is doubtful that this would narrow the gap between operating costs and parent payments. The people who most likely would be enticed into using the Center by lowering the fee schedule are at the higher income brackets. Reducing the fees for the higher income families relative to lower income families would be contrary both to the Office of Management and Budget policy and OEO philosophy. We believe that if one wished to increase the OEO demand for the Center, a more aggressive merchandizing program would probably be more cost-effective.

Two additional points are worth noting concerning what is considered by many as a low response rate by OEO employees toward the CDC. First, OEO administration has the sole responsibility for recruitment. One can conjecture that because of the American Federation of Government Employees' (AFGE) demands for day care, the administration of OEO assumed there was a backlog of employee demand for the Center which would present itself without an aggressive sales campaign when the Center opened. Whether the low key enrollment campaign by administration or unrealistic expectations by the union are the cause of the present assessment is of little import now except as a caution to other agencies contemplating centers. Such agencies should obtain as many firm commitments as possible and have accurate estimates of the total number of employees using full time day care. Attention must be focused on those individuals rather than dissipated over the entire agency through general employee information channels. Secondly, since the CDC is near enrollment capacity, decisions must be made as to whether to try to increase enrollment of OEO employee children and as to what priority OEO employees have over other agency employees who are presently enrolled or might apply in the future. This decision assumes importance to the extent that the Center's success is measured by the number of OEO employees whose children are enrolled.

5. What factors are important to parents who must select day care arrangements for their children?

Unfortunately, there is no simple answer to this question because it is highly dependent upon the individual family's circumstances and needs--both the parents and their children. OEO employees evidence a wide range of circumstances. In terms of stated preference, three factors stand out as being important to OEO parents when selecting an ideal day care arrangement; they are: 1) availability of a formal education program; 2) affordable cost; and 3) convenient location. With respect to each of these factors each family views the CDC from a different perspective. Furthermore, families do not appear to be necessarily consistent in their implicit or explicit choices between these and other factors. Chapter 7 and 8 deal much more extensively with this question. It should be noted that a great deal of additional work will be required before anyone can predict with reasonable accuracy what parents will do when confronted with a choice of day care arrangements.

6. What are the economic benefits to OEO (the federal government), as an employer, accruing from the Center?

Before discussing our conclusions on this point, we believe it should be recognized that there are several basic issues which need to be resolved to put employer benefits in proper perspective. We will not resolve them, but only pose them here. Is the CDC an employee benefit? Is it a gift from the employer or a right of the employee? To be justified, should the Center "pay" for itself?

Possible benefits to management are reduced absenteeism, tardiness, and turnover, improved ability to hire, and other public interest benefits such as increasing the child's development and potential for future growth, plus increasing another family member's potential for participating in the labor force.

Westat reports that under optimistic assumptions, the direct benefits to OEO management might be in the neighborhood of $125 per employee involved in the CDC. Under pessimistic assumptions, the benefits might be negative: e.g., more absenteeism because of lack of an arrangement when the child is ill. We are inclined to believe that most likely there is little difference in absenteeism, tardiness, and so forth, whether the employee's children are or are not enrolled in the Center. The evidence is "soft" but supported somewhat by anecdotal observations. Furthermore, it should be noted that certain OEO "progressive" decisions, such as allowing continued enrollment subsequent to termination of OEO employment, have lessened the benefits to OEO which might otherwise be expected.

About one factor there is little doubt: The participating employees themselves feel they and their children are personally better off. One would assume this could lead to a feeling of well being which might be translated into more efficient effort on the employee's part--a very intangible benefit at best. (Nine of 43 CDC users stated that use of the Center had given them "peace of mind.")

The present study has answered certain research questions, but an evaluation of this kind cannot state whether the Center is a success or failure in an absolute sense. Still less can it decide whether or not the Center should be continued. These decisions depend on the judgments of the interested parties and reflect the weight they give to such issues as the quality of the care given the children, the satisfaction of the parents, the Center's economic viability, and its ability to serve as a site for additional research.

## RECOMMENDATIONS

This study leaves no reason to doubt that the Center is a valuable resource for the participating families. Even if the cost per child were less, however, OEO's commitment is presumably limited to its further research interests, given the government-wide policy that day care is not among the accepted federal employee benefits. As already noted, the present Center cannot be called innovative, and it seems unlikely that the agency's knowledge of day care programs for the poor will be significantly advanced by further studying a Center for its own employees. As with any research project, the agency has an obligation to phase out its present support in such a way as to give participating parents adequate time to make other arrangements. Although OEO may be precluded from any indefinite commitment of financial support, there appears to be a basis for discussion between OEO management and the concerned parents on the future of the Center. Accordingly, the following recommendations are offered:

1. We recommend that OEO management meet with participating parents and other interested parties to make clear the extent of OEO's future commitment to the Center. Presumably, it should be possible for this commitment to include extension of assistance in some form beyond the expiration of the contract with Edufax on February 8, 1973. (Note, however, that OEO must notify Edufax of its intentions in regard to renewal of this contract by December 10, 1972.) Willingness to extend this commitment should be based on evidence from participating parents that they intend to take steps toward making the Center independent of OEO support within a reasonable time.

2. If parents indicate that they are prepared to work toward making the Center self-sustaining (or independent of OEO), they should naturally be given complete freedom in searching out ways to do so. The limits on parental participation in contract discussions should be removed.

3. The agency should be prepared to review suggestions for additional research promptly, and to support them according to their merits. Technical assistance in evaluating research ideas should be provided, even if OEO foresees no prospect of providing financial support for the research itself.

In brief, balancing existing federal policy regarding employee day care with OEO's commitment to its own employees, it seems important to open a dialogue as soon as possible on whether or not the Center can be developed into a viable, independent operation.

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# 1. HIGHLIGHTS

The Office of Economic Opportunity (OEO) sponsors a Child Development Center (CDC) for its Washington, D. C. based employees. Operation of the Center commenced in March 1972. The primary purpose of this study was an evaluation of parents' reactions to and utilization of the Center.

At the time of data collection for this study (July, 1972) the center had 43 users -- 22 OEO employees and 21 employees of other Federal agencies. At this time, OEO employed approximately 1,060 persons in Washington, D. C.; about 55% of the staff were females and 45% were males. It was estimated that about 107 OEO employees had children eligible for enrollment in the CDC and no spouse at home available for child care full time during working hours. About 92 of these are estimated to be using some type of day care full-time. Twenty-two (22) are known to use the OEO CDC, while an estimated 70 OEO employees use some other type of day care full-time.

In an effort to evaluate the reactions of OEO employees to the CDC, interviews with all 43 users of the Center (22 OEO employees and 21 employees of other Federal agencies) were conducted. In addition, 137 interviews were conducted with other OEO employees who are parents of young children but do not use the Center.

The primary focus of the study was on parents who had a clear need for day care, i.e., parents who are currently using day care full-time for at least one preschool child. Ninety-seven respondents were identified as being of particular interest for in-depth analysis. They include:

| | |
|---|---|
| Users of the OEO Center | 43 |
| Comparison Group I | 54 |
| Total | 97 |

Comparison Group I consisted of 54 OEO employees who had no spouse at home and who used day care for 30 hours or more for at least one preschool child. These 54 persons represent an estimated total of 70 OEO employees who could be expected to fall in the same category (i.e., no spouse at home/full-time day care for one or more preschool children) if a complete census of OEO employees had been conducted.

For some special analyses it was desired to include in the Comparison Group only those persons using full-time day care for a child in the age range 2-5 years (the eligible age range for the OEO CDC). Of the 54 persons in Comparison Group I, 48 were found to meet this criterion. These 48 persons are referred to throughout the report as Comparison Group II.

Several types of analyses were conducted, using the various sample groups defined above.

- A general profile was developed comparing OEO CDC users to users of other types of day care, with particular attention given to those characteristics which might be related to the type of day care used.
- An estimate was made of the universe of need and the effective demand for the OEO CDC.
- Estimates were made of the economic benefit to OEO.

- An analysis of user satisfaction with the OEO CDC was conducted and the results compared to the satisfaction reported by users of other arrangements.
- A number of key factors affecting day care decisions and the trade-offs among them were analyzed.
- A comparison was made of the results of this study and the evaluations of two other federally-sponsored day care centers. The current study was also compared to findings from the OEO national day care survey of 1970 and to the Massachusetts Early Education Project.

The major findings of the study are summarized in the remainder of this section.

## 1.1 Comparing Users and Non-Users (Demographic Variables)

Seventy-seven percent (77%) of the OEO-employed users and eighty-one percent (81%) of the Comparison Group I members are black; ninety-one percent (91%) of the OEO-employed users and eighty-three percent (83%) of the Comparison Group I respondents were females. The OEO-employed user group also included:

- Younger ages (46% under 26 versus 26%)
- More solo parents (55% versus 31%); more single adult families, i.e., respondents who live with no other adults (32% versus 22%)
- Lower pay grades (74% in GS-7 or below versus 59%)
- Lower total family income (32% below $8,500 versus 22%; 64% below $10,500 versus 31%).

In this comparison of OEO employees who use the Child Development Center versus those who use some other type of day care, it should be noted that:

- In all, it is estimated that about 92 OEO employees would fall in the target population, i.e., would be found to use full-time day care (30 hours or more per week) for at least one preschool child and to have no spouse at home (unmarried or spouse who works during the day). These 92 include the 22 current users of the OEO CDC; thus, an estimated, 24% of the target population is currently using the Center. Of the 92, the approximate number estimated to be in each of three categories of total family income and the percentage of these using the OEO CDC are as follows:

| | Number | Percent |
|---|---|---|
| Under $8,500 | 23 | 31% |
| $8,500 to $14,999 | 19 | 46% |
| $15,000 or over | 47 | 13% |
| | 89* | 100% |

- Thus, the middle income group has a higher rate of use than either of the other two groups; in fact, the OEO CDC is used by this group more frequently than any other type of day care.

- For the lowest income group, the type of day care most frequently used is informal out of home care. Fifty-two percent (52%) of this group are estimated to use this kind of day care.

- It is estimated that 46% of the high income members of the target population use some type of day care center (13% use OEO CDC, 33% use other centers). For this group, if the OEO users are combined with users of other centers, then day care centers are the most frequently used type of arrangement.

- High income parents use in-the-home arrangements more frequently than either of the other two groups, but it is still the least-used type of arrangement at all income levels (19% of the high income group and about 6% of the other two income groups combined).

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* A few persons did not give a response on family income.

Overall, most members of the target group have only one child under 6. This characteristic is somewhat higher for OEO employees using the Center (86%) than for members of Comparison Group I (76%). Similarly, the Center is used somewhat more frequently by OEO employees in the target population having only preschool children (26% of them are estimated to be using the Center) than by those having both preschool and school age children (an estimated 18%).

## 1.2 Estimated Demand for OEO Child Development Center

- At the present time, the Child Development Center has 43 users, 22 OEO employees and 21 employees of other Federal agencies. It was estimated that the maximum number of OEO employees with eligible children and no spouse at home available for child care full-time during working hours is approximately 107. About 92 of these 107 are currently estimated to use day care full time. The remainder are assumed to be using day care for less than 30 hours a week.
- Based on the assumption that one-third to one-half of employees with eligible children represent the pool for effective demand, an estimate of 45 OEO users was developed as a more realistic upper bound on potential demand.

## 1.3 Economic Benefits of the Child Development Center

- The maximum potential economic benefit to OEO for operation of the CDC was estimated at $5,600 per year. This figure was based on 45 OEO users.
- Utilizing data from other studies, cost savings from reduced turnover were estimated to be $45 per user per year or $2,000 total annual savings.
- Under certain assumptions, it was estimated that the maximum potential savings from reduced absenteeism and tardiness would be $80 per user per year or $3,600 total annual savings.

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- Data obtained from OEO personnel records did not provide any indication of cost savings to OEO due to reduced absenteeism and tardiness for CDC users.
- Some economic benefit to the Federal government might accrue through the recruiting and training of under-qualified personnel, particularly welfare mothers.

## 1.4 Preference Versus Usage

Ninety-one percent (91%) of the OEO employees currently using the OEO CDC named the Center when asked what their preferred type of day care arrangement would be.

Seventy-one percent (71%) of Comparison Group I respondents who currently use a day care center said that day care centers were their preferred type of day care arrangement.

Eighty percent (80%) of those using informal arrangements in their homes named this same type of arrangement as their preference. No one in this group stated a preference for the OEO CDC.

Fifty-two percent (52%) of those using informal out-of-home arrangements would prefer a formal arrangement to the type they are currently using.

## 1.5 Factors of Importance in Selecting Ideal Child Care Arrangements

When asked to choose from a list of eight factors:

- Sixty percent (60%) of the user group and 46% of those in Comparison Group I reported that availability of a formal education was the most important factor in choosing an ideal child care arrangement.

- Twelve percent (12%) of users and 13% of Comparison Group I called cost of child care the most important factor.
- Fifteen percent (15%) of Comparison Group I selected having only one arrangement for all children as the most important.

## 1.6 Trade-offs in Factors of Importance

- Respondents were asked to choose among three factors -- cost, formal program, and closeness to home or work -- as being first, second, and third in importance to them.
- Seventy-seven percent (77%) of the users and 69% of Comparison Group II rated formal program above closeness or cost as the most important factor in child care arrangements.
- Cost was rated first of the three factors by 12% of users and 15% of Comparison Group II respondents.
- Closeness was not rated first by any Center user. Only 4% of those in Comparison Group II rated closeness as most important.
- When the responses to this set of questions are compared to either actual behavior or the amount respondents said they were willing to pay to obtain various features in their day care, several kinds of inconsistencies were found.

## 1.7 Satisfaction With the OEO Center

- Users of the OEO CDC and users of other day care centers were asked to rate their satisfaction with each of 10 aspects of their centers on a six-point scale.

- Users of the OEO CDC and users of other centers both expressed a high degree of satisfaction. Both groups had an average score on the ten specific factors of 5.3 out of a possible 6.

- Parent involvement, with an average score of 4.1, was the source of the greatest dissatisfaction for the OEO CDC users.

- Respondents were also asked to compare their previous arrangements to their current ones on 22 separate features of day care. The scale used was "better, the same, or worse." For purposes of analysis, the items were grouped into four general categories -- center organization, center program, parent cost/convenience, and social benefits.

  Using children enrolled in the OEO CDC as a base, we found that the items included under the general category of center organization were seen by the parents as improved at the Center (as compared with previous arrangements) on the average 65% of the time. This same average (65%) held for the category of center program. The category of social benefits produced an average of 57% and the category of parent cost/convenience was seen as least improved (41%).

## 1.8 Cost as a Factor in Making Day Care Decisions

- Thirty-three percent (33%) of users and 53% of Comparison Group II respondents currently pay for day care an amount that is similar to what they believe they are able to pay, while 50% of the users and 29% of Comparison Group II respondents currently pay less than they believe they are able to pay. About equal percentages of the two groups (17%-18%) pay more than they feel they are able.

Cost was one of the reasons frequently cited by non-users of the Center (29%) as a reason for non-use:

- About 11% of Comparison Group II respondents are now paying approximately the SAME amount for child care that they would pay at the OEO Center, 53% are paying LESS and 36% are paying MORE than they would pay at the OEO Center.

# 2. INTRODUCTION

The project described in this report represents one part of a larger effort to evaluate a day care center operated by the Office of Economic Opportunity for its Washington-based employees. The center, hereafter referred to as the OEO Child Development Center or OEO CDC, is actually used by both OEO employees and employees of other Federal agencies (hereafter referred to as non-OEO employees). The center has been in operation since March 1972 and at the time of the data collection phase of this project in July, 1972, 22 OEO employees and 21 non-OEO employees were using the center. In all these 43 parents had 49 children enrolled in the center spanning the eligible age range of 2-5 years.

## 2.1 Objectives

The primary purpose of the project was to gather data through interviews with parents using the OEO CDC and with other parents of young children employed at OEO. The major areas of interest were the reactions of users and non-users to the center; the preferences of users and non-users toward various types of child care and their attitudes regarding the importance of various factors involved in making decisions about child care arrangements; and specific details concerning present and previous child care arrangements.

From this type of information a comparison of users vs. non-users; an analysis of key factors involved in making day care decisions and the trade-offs among them; and an assessment of user satisfaction were desired. In addition to these major objectives, there was secondary interest in the application of a previously developed model for assessing the economic benefits of employer-sponsored day care and in comparing the results of the present study with other existing data bases.

## 2.2 The Questionnaires

The personal interview questionnaires for this project were developed by Mary A. Rowe and Richard R. Rowe of the Massachusetts Early Education Project. These instruments are shown in Appendix C of this report.

Three separate instruments were used to obtain the information from parents. The first was designated the OEO questionnaire. It was designed to obtain information on number and ages of children; to solicit general attitudes and opinions regarding day care; and to obtain demographic or background information of the respondents.

The second instrument was the Preschool Section. One copy of it was to be filled in for each child 6 or younger. However, if it turned out that a 6-year-old had already entered first grade, the interview was switched from the Preschool questionnaire to the third instrument, the Schoolchildren's Section.

The Preschool Section was intended to solicit fairly specific information about the child's current child care arrangement, a small amount of information on his previous arrangement and the parent's opinions regarding comparisons of previous and present arrangements.

The Schoolchildren's Section was much less detailed, requiring only a small amount of information about where the child spent time before and after school during last school year and what summertime arrangement had been made. Because the focus of this study was on day care for children in the age range eligible for the OEO center, no extensive analysis of the data from the Schoolchildren's Section was conducted.

In addition to the personal interview questionnaires, a telephone screening questionnaire was used in the beginning of the project to identify potential non-user respondents. This instrument was based on a short mail questionnaire which had been sent to all OEO employees by the Office of Evaluation in January, 1972. Out of approximately 1,100 employees, 732 responded to the survey for a response of approximately 70%. A sample of 110 persons drawn from a roster of 328 non-respondents to this earlier survey and 80 new employees who joined OEO between January and July 1972 was selected for telephone screening, as explained in Appendix A. The telephone screening instrument is shown in Appendix C.

## 2.3 The Sample

One of the important goals of the study was to contrast users of the OEO CDC and other OEO employees who were parents of young children. Of particular interest in the case of non-users were parents of preschool children; single parents or parents whose spouses were not available for day care during working hours; and parents currently utilizing full-time day care for at least one preschool child.

All users of the center at the time of data collection (22 OEO employees and 21 non-OEO employees) were designated as respondents. In other words, the users were not sampled but were selected with certainty.

For purposes of sampling non-users, all potential respondents were classified in the following way:

| | Spouse at Home | No Spouse at Home |
|---|---|---|
| Preschool age children only | 1 | 4 |
| School age only | 2 | 5 |
| Both preschool and school age children | 3 | 6 |

The potential respondents were classified based on an earlier survey conducted by OEO before the CDC was opened. A sample of non-respondents to this earlier survey and a sample of new employees were selected for telephone screening as the first phase of the project. Telephone respondents were added to the sampling frame according to their classification in the scheme shown above. Of the approximately 1,100 employees of OEO, classification data was available on 825 of them. About 600 of these had no children under 15. In all, 241 respondents were classified into the 6 cells above. These 241 persons constituted the non-user sampling frame.

In drawing the non-user sample, there was considerably more interest in those respondents classified in the right hand column above (Cells 4-6), who had no spouse available at home for day care. All non-users in Cells 4 and 6 were designated for interview. Non-users in Cells 1 and 3 were sampled at the rate of approximately 2 out of 3 and in Cell 5 at the rate of approximately 5 out of 7. No respondents were selected from Cell 2.

A detailed description of the sampling is provided in Appendix A. In all, 201 respondents were designated for interview. Interviews were completed with 180 of these. Of the remaining 21, 4 had children who were living with relatives outside the Washington area and were not interviewed for this reason. Nine had terminated or transferred from OEO and were also designated ineligible. This left 188 eligible respondents. Two were not interviewed because their schedules did not permit time during the two weeks of data collection; six were on leave during the time interviewing was conducted. The effective response rate was 180 out of 188, or 96%.

The sample available for analysis consisted of 43 users of the CDC (22 OEO employees and 21 non-OEO employees) and 137 non-users. Of particular interest in the non-user group were those persons using some type of day care on a full-time basis for one or more preschool children. Fifty-four such persons were identified. It is estimated that these 54 persons represent a larger group of about 70 OEO employees using full-time day care for one or more children. The basis for this estimate is explained in the last few paragraphs of Appendix A, Sample Design.

For purposes of analysis, the total group of 137 non-users was subdivided in a number of ways. The next section provides an overview of the analysis task and describes these subdivisions.

## 2.4 The Analysis Groups

There were a number of classification variables which were felt to be important in analyzing the data from the OEO questionnaire. These included the dimension of user vs. non-user; the age classification of the children (preschool only, school age only, or both); the distinction between OEO-employed and non-OEO-employed users; and the contrast of non-users who had a spouse at home available to provide day care during the day and those who did not.

In order to display the data from this small data base against the many classification variables, and yet avoid tables with very small numbers in the cells, it was decided to run two separate sets of cross-tabulations of the OEO questionnaire data. The banners for these cross-tabulations are described in Appendix D. These tables gave us a means of studying overall response patterns and helped in planning subsequent analyses. However, some of the non-users included in these tables were persons whose spouses were not working and who had no particular need for day care. Other non-users had only school age children who did not require full-time day care. Therefore, it was decided to develop a more relevant comparison group of non-users of the OEO CDC who were users of other types of day care. The criterion for membership in this group was:

- No spouse at home available for day care during the day.
- At least one preschool child in 30 hours or more of day care.

Fifty-four such non-users were identified. They form a group that is referred to throughout as Comparison Group I. A second set of cross-tabulations was run comparing users of the OEO CDC to members of Comparison Group I. For these tables, each respondent was classified according to the primary arrangement she used for her child that was in day care the greatest number of hours per week.

A number of the special analyses discussed in this report were relevant only to persons who had children in the age range eligible for care at the OEO CDC (2-5 years). For these, a second comparison group was developed. Basically, it consists of 48 of the 54 persons in Comparison Group I. The other six were eliminated because their preschool children were either too old or too young for the OEO CDC.

## 2.5 The Organization of the Report

### 2.5.1 Project Procedures

Most of the procedural information concerning how this study was conducted is contained in the appendices. Appendices A and B present information about the sample and the survey methodology, respectively. Appendix C is comprised of the questionnaires.

Appendix D describes the complete set of cross-tabulations that were produced from the data. Appendix E contains a number of recommendations regarding the questionnaires based on the experiences of this project in utilizing them.

In Appendix F the important response inconsistencies are noted. These will be primarily useful to persons who work with the cross-tabulations produced by the study.

### 2.5.2 Results

In the chapter following this one, a profile comparing users and non-users is developed. This is followed by chapters which estimate the total universe of need among OEO employees and the economic benefit of the center to OEO. Key factors involved in making day care decisions and certain tradeoffs among them are discussed next, followed by a comparison of the results of this project with other day care studies.

# 3. PROFILES OF USERS AND NON-USERS

## 3.1 Comparisons of Users vs. All Non-Users - General Composition of the Samples

As described in Section 1, the total interview sample consisted of 180 respondents. Forty-three (43) of these respondents were users of the OEO Child Development Center (CDC). One hundred and thirty seven (137) respondents were not users of the OEO CDC.

Two break-downs of this total group are shown in Table 3-1. The total sample of 137 non-users consisted of several subgroups which had been selected using varying sampling fractions (see Appendix A). In order to make comparisons between the user group and the total non-user group, the responses for each individual should be weighted to take account of the differences in the probability of selection for various respondents. However, many of the non-users are persons who essentially have no need for day care. For example, 38 of the 137 non-users (28%) have no preschool children; 37 of them (27%) have spouses whose occupations were listed as "Housewife;" and out of the 144 preschool children belonging to the non-user respondents, 63 (44%) spend most of their daytime hours at home with the respondent's spouse.

The initial analyses comparing the user group vs. the total non-user group were used to study overall response patterns to the items in the questionnaires and to plan the subsequent analyses. All further analyses of the data involved the users and two specially-defined comparison groups who might be thought of as potential users of the OEO CDC. These two comparison groups are defined and discussed in the next two sections.

Table 3-1. Composition of the total interview sample

A. By place of employment and presence or absence of spouse in home during respondent's working hours

| Total | Users | | | | | | Non-Users | |
|---|---|---|---|---|---|---|---|---|
| | OEO Employees | | | Non-OEO Employees | | | | |
| | Spouse at Home | No Spouse at Home | Sub-Total | Spouse at Home | No Spouse at Home | Sub-Total | Spouse at Home | No Spouse at Home |
| 180 | 1 | 21 | 22 | 0 | 21 | 21 | 43 | 94 |

B. By age classification of children

| Total | Users | | | Non-Users | | | |
|---|---|---|---|---|---|---|---|
| | Preschool Only | Both Preschool and School Age | Sub-Total | Preschool Only | School Age Only | Both Ages | Sub-Total |
| 180 | 34 | 9 | 43 | 68 | 38 | 31 | 137 |

## 3.2 Characteristics of Users vs. Non-Users: Comparison Group I

Of the total sample of 180 respondents, 97 were selected as showing need for some form of child care on a regular basis. Criteria for need were established as (1) presence in the home of at least one preschool child, (2) absence of spouse (no spouse, or spouse not available for child care during the day), and (3) use of child care for at least one preschool child 30 hours or more per week. This group of 97 included the 43 CDC users and 54 users of other types of day care. These 54 persons are hereafter referred to as Comparison Group I.

Each parent in Comparison Group I was characterized by present day care arrangements. To do this, the child who was in day care for the greatest number of hours was selected and the primary arrangement[1] for that child used to characterize the parent. The groups resulting from this characterization were as follows:

Table 3-2. Primary day care arrangements of relevant sample: OEO CDC users vs. Comparison Group I

| OEO CDC Users | | | Comparison Group I | | | | Total |
|---|---|---|---|---|---|---|---|
| OEO Employees | Non-OEO Employees | Sub-Total | Formal Arrangement | Informal at Home | Informal Out of Home | Sub-Total | |
| 22 | 21 | 43 | 17 | 10 | 27 | 54 | 97 |

"Formal arrangements" includes all other day care centers used by respondents; "Informal At Home" covers care in the home by both relatives and non-relatives such as housekeepers or babysitters; and "Informal Out of Home" covers those arrangements made for child care at the home of a relative or non-relative.

### 3.2.1 Demographic Characteristics of the Sample

Table 3-3 presents comparisons of the User Group and Comparison Group I on several demographic variables. As may be

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[1] The arrangement in which the child spent the greatest number of hours.

Table 3-3. Primary type of day care used -- by race, sex, age, and household composition

| | User Group | | | Comparison Group I | | | | |
|---|---|---|---|---|---|---|---|---|
| | OEO Employee | Non-OEO Employee | Total | Formal Arrangement | Informal at Home | Informal Out of Home | Total | Total |
| Total Number Employees | 22 | 21 | 43 | 17 | 10 | 27 | 54 | 97 |
| Race | | | | | | | | |
| White | 23% | 33% | 28% | 6% | 50% | 15% | 19% | 23% |
| Black | 77% | 67% | 72% | 94% | 50% | 85% | 81% | 77% |
| Total* | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Sex | | | | | | | | |
| Male | 9% | 10% | 9% | 18% | 30% | 11% | 17% | 13% |
| Female | 91% | 90% | 91% | 82% | 70% | 89% | 83% | 87% |
| Total* | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |

Table 3-3. Primary type of day care used -- by race, sex, age, and household composition (Continued)

| | User Group | | | Comparison Group I | | | | |
|---|---|---|---|---|---|---|---|---|
| | OEO Employee | Non-OEO Employee | Total | Formal Arrangement | Informal at Home | Informal Out of Home | Total | Total |
| **Age** | | | | | | | | |
| Under 21 | 5% | 5% | 5% | - | - | 4% | 2% | 3% |
| 21 - 25 | 41% | 52% | 46% | 23% | - | 33% | 24% | 34% |
| 26 - 30 | 41% | 28% | 35% | 6% | 30% | 37% | 26% | 30% |
| 31 - 40 | 9% | 10% | 9% | 59% | 70% | 22% | 42% | 28% |
| Over 40 | 4% | 5% | 5% | 12% | - | 4% | 6% | 5% |
| Total* | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| **Household Composition** | | | | | | | | |
| Living with spouse | 45% | 24% | 35% | 82% | 70% | 59% | 69% | 54% |
| Living with one or more relatives (no spouse) | 23% | 14% | 18% | - | 20% | 11% | 9% | 13% |
| No other adult in household | 32% | 62% | 47% | 18% | 10% | 30% | 22% | 33% |
| Total* | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |

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*In the tables in this report, 100% is used to show the direction in which percentaging was done. The actual totals may be somewhat off from 100% due to rounding error.

expected; the sample is made up largely of females of child-bearing age, since the working mother presents the largest category of day care need. The CDC user group, however, with 51% under the age of 26, is younger than the Comparison Group I, with only 26% under the age of 26. The proportion of females is also somewhat higher in the user group.

Of particular interest is the comparison of household composition of users and non-users of the OEO Day Care Center. While almost half (47%) of the center users are single-adult families (single-parent family not living with relatives), only 22% of the comparison group fall in this category (69% of them live with spouses and 9% with one or more other relatives). It would appear that the multi-adult family with its possibilities of shared child care responsibility, offers a wider range of child care alternatives. This point is discussed further in a later section.

Definition of groups by educational level, pay grade, and total family income (Table 3-4) also shows fairly predictable patterns.

An unusually high percentage of the persons using formal arrangements other than the OEO Day Care Center come from the education level "some college." Whereas these persons represent 40% of the total sample under analysis, they represent 65% of those using non-OEO formal arrangements.

Proportionately more respondents with graduate and professional degrees use at-home care. These persons represent 10% of the total sample and 50% of the at-home care group. A number of hypotheses might be suggested for this. At-home care is probably the most convenient type of day care while, in the case of at-home care by non-relatives, it is often the most expensive.

Table 3-4. Primary type of day care used -- by education, grade level, and total family income

| | User Group | | | Comparison Group I | | | | |
|---|---|---|---|---|---|---|---|---|
| | OEO Employee | Non-OEO Employee | Total | Formal Arrangement | Informal at Home | Informal Out of Home | Total | Total |
| Total Number Employees | 22 | 21 | 43 | 17 | 10 | 27 | 54 | 97 |
| **Education** | | | | | | | | |
| High School incomplete | 22% | 5% | 2% | - | - | 4% | 2% | 2% |
| High School complete | 22% | 43% | 33% | 23% | 10% | 55% | 37% | 35% |
| Some College | 50% | 38% | 44% | 65% | 20% | 26% | 37% | 40% |
| College graduate | 14% | 5% | 9% | 6% | 20% | 4% | 7% | 8% |
| Graduate or professional school | 14% | 9% | 12% | 12% | 50% | 11% | 17% | 14% |
| Total | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| **Grade Level of Employee** | | | | | | | | |
| GS 2-5 | 41% | 57% | 49% | 24% | 10% | 45% | 31% | 39% |
| 6-7 | 32% | 33% | 33% | 29% | 10% | 33% | 28% | 30% |
| 9 | - | 5% | 2% | 29% | 10% | 11% | 17% | 10% |
| 11-12 | 13% | 5% | 9% | 12% | 10% | 4% | 7% | 8% |
| 13 or Over | 14% | - | 7% | 6% | 60% | 7% | 17% | 13% |
| Total | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |

Table 3-4. Primary type of day care used -- by education, grade level, and total family income (Continued)

| | User Group | | | Comparison Group I | | | | |
|---|---|---|---|---|---|---|---|---|
| | OEO Employee | Non-OEO Employee | Total | Formal Arrangement | Informal at Home | Informal Out of Home | Total | Total |
| **Total Family Income** | | | | | | | | |
| Under $8,500 | 32% | 38% | 35% | 12% | 10% | 33% | 22% | 28% |
| $8,500-$10,499 | 32% | 24% | 28% | 6% | - | 15% | 9% | 18% |
| $10,500-$14,999 | 9% | 28% | 19% | 6% | 10% | 4% | 6% | 11% |
| $15,000-$19,999 | 13% | 5% | 9% | 53% | 20% | 26% | 33% | 23% |
| Over $20,000 | 14% | 5% | 9% | 17% | 50% | 22% | 26% | 18% |
| No response | - | - | - | 6% | 10% | - | 4% | 2% |
| Total | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |

It may be that the group classified in the highest category on education do not feel as great a need for obtaining educational experience outside the home and are willing to pay the price for maximally convenient day care.

A higher degree of correlation between pay grades and total family income may be noted for users than non-users, which can be attributed to the greater percentage of single-adult families in the user sample. Here again, the larger income from multiple sources[1] of the comparison group provides greater possibilities of alternative child care arrangements.

Total family income is obviously an important factor in child care arrangements. While 63% of OEO center users show total incomes below $10,500, only 31% of the total comparison group report incomes below this level, and only 18% of the comparison group using formal arrangements fall here. Eighteen percent of center users report incomes above $15,000 but at least 59% of the comparison group are above that level.

Another way to view the effect of family income on choice of day care is to look at the percentage of persons within each income category who use various types of day care. In making this type of comparison, it is necessary to take account of the fact that all OEO CDC users were represented in the analysis, whereas Comparison Group I represents only a sample of OEO employees who use full-time day care for at least one preschool child.

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[1] By definition, Comparison Group I included only persons with no spouse available at home for child care. Therefore, it can be assumed that the majority of two-parent families in this group have two incomes.

The last few paragraphs of Appendix A, Sample Design, contain an explanation of the fact that Comparison Group I represents an estimated 70 OEO employees who use day care full-time for one preschool child.

Table 3-5 shows the percentage of persons within each of three income categories who use the various types of day care. Non-OEO employees are removed from this analysis and data for Comparison Group I employees are weighted by a factor of 70/54 (the estimated size of the population divided by the size of the sample).

Table 3-5. Primary type of day care used by family income

| Family Income | Number of OEO Employees Represented* | OEO Day Care** Center | Other Formal Arrangements | Informal | | Total |
|---|---|---|---|---|---|---|
| | | | | At Home | Out of Home | |
| Under $8,500 | 22.6 | 31% | 12% | 6% | 52% | 100% |
| $8,500-$14,999 | 19.4 | 46% | 13% | 7% | 34% | 100% |
| $15,000 or over | 47.4 | 13% | 33% | 19% | 35% | 100% |
| No response | 2.6 | -- | -- | -- | -- | 100% |
| Total | 92.0 | 24% | 24% | 14% | 38% | 100% |

* Weighted totals. Each Comparison Group member represents 1.296 persons.
**OEO employees only.

Parents in the middle income range ($8,500 - $14,999) show the highest rate of use of the OEO CDC (46%). Of those parents using some kind of formal arrangement (either the OEO CDC or some other formal arrangement) those in the low- and middle-income categories are much more likely to use the CDC than some other formal arrangement, whereas those in the over $15,000 category are much more likely to be using a formal arrangement other than the CDC center. Since the majority of day care centers do not use a graduated fee schedule based on income, these higher income parents may be purchasing day care more reasonably (or at the same price but more conveniently) at other centers.

In-home arrangements are the least-used type of day care at low- and middle-income levels; they are much more prevalent in high-income families than in the other categories. If the percentages for the OEO center and other types of formal arrangements are combined, then formal arrangements are the most frequently used type of arrangement for the total and for the middle- and high-income groups. Informal out-of-home care is the most frequently used type of day care for the low-income group, who use this type much more frequently than either of the other two income groups do.

### 3.2.2 Comparisons by Number and Age of Children

Child care arrangements will frequently vary according to the number of children in a family requiring care, and their ages. Table 3-6 shows the number of children six years of age or under in each family by the primary day care arrangement used by the family.

Looking first at the total column of Table 3-6, it can be seen that in the total sample of persons using full-day care for at least one child, 78% of the families have only one child six or under. For the CDC users this percentage is somewhat higher (86%) than for the comparison group (76%). Only 3% of the families have three children six or under. (None of the 97 had more than 3 children under six.)

Table 3-6. Number of children six years of age or under in home

| Number of Children 6 or Under | User Group | | | Comparison Group I | | | | Total |
|---|---|---|---|---|---|---|---|---|
| | OEO Employee | Non-OEO Employee | Sub-Total | Formal Arrange-ment | Informal At Home | Informal Out of Home | Sub-Total | |
| 1 | 86% | 76% | 81% | 76% | 70% | 78% | 76% | 78% |
| 2 | 14% | 24% | 19% | 18% | 20% | 18% | 18% | 19% |
| 3 | -- | -- | -- | 6% | 10% | 4% | 6% | 3% |
| Total | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Number of respondents | 22 | 21 | 43 | 17 | 10 | 27 | 54 | 97 |

Table 3-7 displays these same data in another way. From Table 3-7 it is possible to see the proportion of families with only one child six or under who use the four different types of day care, and so forth. As in Table 3-5, the data for Comparison Group I has been weighted to allow for the fact that this is a sample of a larger population. The OEO center has a higher usage rate (26%) for families with only one preschool child than for families with two or more (19%). Conversely, twenty percent (20%) of the families with two or more children use at-home care (16% of the families with two and 33% of the families with three) as compared to 13% of the families with only one child.

Table 3-7. Number of children six years of age or under in home by day care arrangement used

| Number of Children 6 or Under | Number of OEO Employees Represented* | OEO CDC** | Comparison Group I*** | | | Total |
|---|---|---|---|---|---|---|
| | | | Other Formal | Informal at Home | Informal Out of Home | |
| 1 | 72.1 | 26% | 23% | 13% | 38% | 100% |
| 2 | 16.0 | 19% | 24% | 16% | 41% | 100% |
| 3 | 3.9 | -- | 33% | 33% | 33% | 99% |
| Total | 92.0 | 24% | 24% | 14% | 38% | 100% |

* Weighted totals.
** OEO employees only.
***Each of 54 sample respondents represents 1.296 full-time users of other types of day care for one or more preschool children.

Age of the children must also be considered. Where there are school-age children requiring after-school care in addition to preschool children requiring full-time care, an arrangement which provides care for both would seem to have a definite appeal. Table 3-8 shows two categories of respondents -- those with preschool children only and those with both preschool and school age children. Although the percentage of persons with both preschool and school age children is relatively small (22 out of 92, or 24%), it may be noted that there is a perceptible increase in informal arrangements (particularly at home) and a decrease in use of the OEO CDC, when families have children in both age groups.

## 3.3 Comparison Group II

For purposes of certain analyses discussed in subsequent chapters, it was desirable to limit the comparisons to those non-users using full-time day care for children in the eligible age range for the OEO CDC (2-5 years). Six of the 54 people in Comparison Group I did not meet this criterion, i.e., the preschool children for whom they were using full-time care were either too young or too old to be in the OEO CDC.

Comparison Group II consists simply of the 48 persons in Comparison Group I who met the above criterion. Since the two comparison groups are largely the same, no demographic comparisons between users and Comparison Group II, such as those presented in the last section for users vs. Comparison Group I, have been presented.

Table 3-8. Age classification of respondent's children by primary type of day care used by respondent

| Age Classification of Respondent's Children | OEO CDC Users* | Comparison Group I** | | | | Total Percentage | Total Number Represented |
|---|---|---|---|---|---|---|---|
| | | Formal Arrangements | Informal at Home | Informal Out of Home | Total | | |
| Preschool only | 26% | 24% | 13% | 37% | 74% | 100% | 70 |
| Both preschool and school age | 18% | 23% | 18% | 41% | 82% | 100% | 22 |
| Percent of total number | 24% | 24% | 14% | 38% | 76% | 100% | 100% |
| Total number represented | 22 | 22 | 13 | 35 | 70** | | 92 |

* OEO employees only.
**Weighted totals. Each of 54 sample respondents represents 1.296 persons.

## 4. ESTIMATED DEMAND FOR OEO CHILD DEVELOPMENT CENTER

One of the objectives of this study was to estimate the potential demand by OEO employees for the Child Development Center. At the time of the study (July, 1972), the CDC was used by 22 OEO employees and 21 employees of other Federal government agencies. The purpose of this chapter is to consider only the potential demand for the Center by OEO employees.

The Center accepts children of ages 2-5 years, hence, the number of potential OEO users with children in this age bracket is desired. Data available from the OEO census of all employees in February, 1972, provides a starting point for the development of an estimate. As discussed in Appendix A, the OEO employees that responded were categorized into the cells displayed in Table 4-1. If the characteristics of children's ages and status of spouse were known for the 328 nonrespondents shown in Table 4-1, the universe of OEO employees could be classified according to the parent categories. Such an allocation of the nonrespondents over the seven cells could be made on the basis of the respondents. For example, 35 or 4.7% of the 732 respondents were in the category both ages/spouse at home. The assumption can be made that the nonrespondents are no different than the respondents with regard to the characteristics under consideration which implies that 4.7% of the nonrespondents would be expected to fall into the same category.

As discussed in Appendix A, a sample of the 328 nonrespondents was drawn for telephone screening in order to supplement the respondent list. The 828 nonrespondents were combined with 80 employees who joined OEO between February and June, 1972, and a sample of 110 of these was screened by Westat to find the

Table 4-1. Results of OEO census - February, 1972

| Parent Category | Spouse at Home | No Spouse at home | Total |
|---|---|---|---|
| Preschool only | 26 | 43 | 69 |
| School-age only | 44 | 50 | 94 |
| Both ages | 35 | 31 | 66 |
| No children under 15 years | | | 503 |
| Total usable respondents | | | 732 |
| Nonrespondents[1] | | | 328 |
| Total OEO employees | | | 1,060 |

[1] Includes some unusable responses.

number and ages of children. Completed telephone screening interviews were obtained from 93 of the 110 employees. Assuming the 17 who did not respond to Westat's screening interview are in fact no different with regard to the number and ages of children, the 93 respondents can be used to characterize the distribution of the 110 employees over the parent categories.

The percentage distribution of OEO employees by parent category is shown in Table 4-2 for the original census, the telephone screening survey in June and the combination of the two surveys.

Inspection of Table 4-2 indicates that in the telephone screening none of the 93 respondents were classified as parents with children of both ages and no spouse at home. Consequently, the combined results (distribution same as OEO census), appear

Table 4-2. Percentage distribution of OEO employees by parent category

| Parent Category | OEO Census | | Westat Screen | | Combined | |
|---|---|---|---|---|---|---|
| | Number | Percent | Number | Percent | Number | Percent |
| Preschool only/spouse at home | 26 | 3% | 2 | 2% | 28 | 3% |
| Preschool only/no spouse at home | 43 | 6% | 7 | 8% | 50 | 6% |
| School-age only/spouse at home | 44 | 6% | 3 | 3% | 47 | 6% |
| School-age only/no spouse at home | 50 | 7% | 10 | 11% | 60 | 7% |
| Both ages/spouse at home | 35 | 5% | 6 | 6% | 41 | 5% |
| Both ages/no spouse at home | 31 | 4% | 0 | 0% | 31 | 4% |
| No children under 13 years | 503 | 69% | 65 | 70% | 568 | 69% |
| Total respondents | 732 | 100% | 93 | 100% | 825 | 100% |

to offer the most realistic distribution for allocation of the original 328 nonrespondents to the parent categories. Based on the combined distribution, Table 4-3 displays the allocation of all OEO employees into parent categories. Table 4-3 provides a snapshot of the OEO employees from which estimates of potential demand for the CDC can be extracted.

The CDC accepts children in the age bracket 2-5 years, consequently, only two parent categories contain employees with eligible children, preschool only and both ages. Evidence from this survey and others further suggests that those employees with

Table 4-3. Profile of OEO employees by parent category based on census and imputation of nonrespondents - February, 1972

| Parent Category | Spouse at Home | No Spouse at Home | Total |
|---|---|---|---|
| Preschool only | 36 | 63 | 99 |
| School-age only | 64 | 73 | 137 |
| Both ages | 51 | 44 | 95 |
| No children under 13 years | | | 729 |
| Total OEO employees | | | 1,060 |

spouses at home are not primary users of day care. Of the 43 CDC users only one has a spouse at home. Excluding the employees with spouse at home in the two categories with eligible children leaves a total of 107 (63 and 44, Table 4-3) OEO employees. Under the assumptions, the 107 employees represent an upper bound on the potential number of OEO users for the CDC. Clearly such a figure only represents potential demand and is certainly not a good estimate of expected or effective demand. As found in the survey, many employees preferred other day care arrangements rather than the OEO CDC. Ogilvie[1] found in his survey that only one-third to one-half of all eligible children would be expected to actually enroll in an employee-sponsored day care center. Assuming a constant number of eligible children per potential user, the same percentages would hold for users which would yield a range of estimates from 35 to 53 OEO users. The CDC currently has 22 OEO employees using their services. Perhaps doubling this number, or 45 OEO users, would be a reasonable estimate of the maximum effective demand that might be generated (with the present services and policies) within OEO. Without changes in policies such as the fee or other inducements, this growth would probably be slow over a number of years.

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[1] Ogilvie, Donald G. Employer-Subsidized Child Care, Inner City Fund, Washington, D. C. 1972.

Although not directly comparable, it is of interest to compare these demand estimates with the findings reported by Ogilvie. Utilizing national data prepared by the Bureau of Labor Statistics and the Bureau of the Census, Ogilvie constructed a profile of a typical large female work force indicating the number of eligible children that would require day care. He estimated that a work force of 1,000 females would have approximately 100 eligible children (ages 3-5). Considering the OEO female work force of approximately 600, this would imply about 60 eligible children in the ages 3-5 years. Ogilvie does not consider two-year olds in his estimates but from this study about 43% more children should be added to cover the range 2-5 years giving an estimate of 86 eligible children. This would give estimates of 28 to 43 eligible children that might be expected to enroll in the CDC. Using 1.14 eligible children per user (based on 49 children for 43 CDC users), the estimated number of OEO users would be 25-38 employees. These figures are somewhat less than the estimate of 35-53 OEO employees arrived at above. Both set of estimates depend on the assumption that one-third to one-half of the eligible users will in fact become actual users of the day care center.

## 5. ESTIMATION OF ECONOMIC BENEFIT TO OEO

The study design calls for the estimation of the potential minimum and maximum economic benefits to the Office of Economic Opportunity resulting from sponsoring day care for its employees. The objectives most often cited for employersponsored child care programs include reduced employee absenteeism, tardiness and turnover due to child care problems, enhancement of recruiting ability, and, ultimately, improved employee productivity due to removal of concern for child care problems. Another objective that is sometimes given is the removal of child care as an obstacle to employment and occupational development. As related to economic benefits, this latter objective is more at the societal level than the individual employer level. In other words, the economic benefits may be considered to accrue to society as a whole rather than to the individual employer.

While the potential benefits accruing to an employer that provides an adequate day care program may seem conceptually sound, empirical evidence to support the assumption of the benefits is almost nonexistent. A recent study by Ogilvie[1] is the most extensive investigation of employer-subsidized child care programs. The general methodology developed in that study for estimating the potential economic benefits to be realized from an employer-sponsored child care program was used in this evaluation of the OEO program. The general approach was based on the assumption that, in theory at least, employers should be willing to subsidize child care services for an amount up to the potential direct and indirect savings generated by these services. Cash savings can be realized by reducing absenteeism, tardiness, and turnover due to child care problems. Additional savings may also result from an employer's ability to recruit individuals which would not be available without suitable day care arrangements. Each of these potential benefits will be discussed in terms of the OEO day care center in light of the model developed and presented by Ogilvie.

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[1] *Op. cit.*

## 5.1 Employee Absenteeism

There appears to be a growing concern on the part of industry for employee absenteeism. Recent accounts of this increasing problem have been dramatized in the news media. Many day care planners believe that inadequate child care arrangements cause an appreciable amount of this absenteeism among female employees. It is further hypothesized that employer-subsidized child care programs will reduce child-related absenteeism. Although this hypothesis may seem intuitively reasonable on the surface, empirical evidence could not be found by Ogilvie to support it.

### 5.1.1 Analysis of OEO Personnel Leave Records

The potential savings from reduced absenteeism equals the cost of an absentee day times the average number of days of absenteeism that are avoided in a year. Ideally one would like to have employee records that showed the amount of absenteeism before and after the installation of the day care program. OEO personnel records were analyzed in an attempt to identify the effect of the OEO day care program on the absenteeism of center users. Since the Child Development Center sponsored by OEO commenced operations in March 1972, leave data were collected for a five-month period, April-August, for the current year 1972 as well as the previous year 1971 for the OEO users of the center.

Similar data were collected for a sample of non-users. The rationale for investigating the leave records was to consider the leave patterns of employees to determine possible effects of child care. This was a difficult task due to the fact that OEO personnel records, like most such records, indicate only annual leave, sick leave and leave without pay with no reasons given as to the cause of leave without pay. While it is acknowledged that sick leave is not to be used except in the case of employee sickness, most would agree that probably some sick leave taken by working mothers is due to child care problems.

Consideration was given to the best method for analyzing annual leave, sick leave, and leave without pay such that potential benefits from the OEO CDC might be discovered. Review of the OEO personnel records indicated that very few individuals take leave without pay and it is almost always for cases of prolonged illness or pregnancy. Since annual leave is an entitlement whose cost accrues to the employer regardless of the purpose for which it is used, its only real concern in a cost-benefit relation in the present study would be based on patterns of leave that may affect work loads and output in a particular office. For this reason, use of annual leave as a gauge of tardiness and absenteeism appears to have little validity except possibly in the case of small amounts of unplanned leave taken, which could interrupt the work process. Sick leave may be viewed by some employees as a fringe benefit to be taken as earned whether actually sick or not. Because this is not the intended use of sick leave, absences due to sick leave were investigated for the users of the OEO Day Care Center and a companion group of non-users.

The control group of non-users, labelled earlier in this report as Comparison Group I, consisted of a sample of 54 OEO employees who currently have at least one preschool child utilizing 30 hours or more of day care per week and have no spouse at home. Table 5-1 compares the average number of hours of sick leave taken per pay period (two weeks) per individual for the user and non-user groups over the same five-month period in 1971 and 1972. Records were not available on some OEO employees due to an audit that was being taken at the time of this investigation. Others did not have 1971 records because they had joined the agency since that date. Findings presented in Table 5-1 for the year 1972 indicate that users take more sick leave (absences) than do non-users of the OEO child care program. When the sick leave records for users during the five-month operating period of the Center in 1972 are compared for the same time period in the previous year prior to the opening of the OEO Center, the users appear to take more sick leave now. In summary, there was no evidence from the sick leave data that the use of the CDC reduces the amount of sick leave taken.

At the outset of the investigation on the possible contribution of the OEO Center to reduced tardiness and absenteeism, it was suggested that annual leave taken by the two groups be compared also. As alluded to above, it seemed inconsistent to expect an actual reduction in the total amount of annual leave taken by CDC users. The amount of annual leave earned should be greater in 1972 than 1971 because of the growth of earned leave as a function of years of service. It was, therefore, decided to review the annual leave taken in small amounts to test the hypothesis that users have less requirements to take a few hours of annual leave periodically as a primary indicator of possible child care problems. In Table 5-2 the average number of hours of annual leave taken in the amounts less than eight hours at a time per pay period per individual is shown for each group. The average amount of all annual leave taken is also shown.

Employees of OEO using the CDC had more leave while non-OEO employees using the Center took less leave than for the

Table 5-1. Comparison of sick leave taken during the period April-August in 1971 and 1972 by users and non-users of OEO Child Development Center

| | User Group | | | | Non-User Group | |
|---|---|---|---|---|---|---|
| | OEO Employees | | Non-OEO Employees | | OEO Employees | |
| Number of Employees | 22 | | 21 | | 54 | |
| Year | 1971 | 1972 | 1971 | 1972 | 1971 | 1972 |
| Number of employees whom leave records available | 10 | 15 | 9 | 16 | 33 | 39 |
| Average hours of sick leave taken per pay period per individual | 2.91 | 4.58 | 2.14 | 3.36 | 2.81 | 3.17 |
| Average number of days per pay period that sick leave of less than 8 hours taken | 0.46 | 0.76 | 0.44 | 0.68 | 0.45 | 0.47 |
| Percent taking sick leave | 100% | 100% | 100% | 94% | 88% | 87% |

Table 5-2. Comparison of annual leave taken in the amounts less than eight hours during period April-August in 1971 and 1972 by users and non-users of OEO Child Development Center

| | User Group | | | | Non-User Group | |
|---|---|---|---|---|---|---|
| | OEO Employees | | Non-OEO Employees | | OEO Employees | |
| Number of Employees | 22 | | 21 | | 54 | |
| Year | 1971 | 1972 | 1971 | 1972 | 1971 | 1972 |
| Number of employees whom leave records available | 10 | 15 | 9 | 16 | 33 | 39 |
| Average hours of annual leave (less than 8 hrs.) taken per pay period per individual | 2.19 | 3.25 | 4.41 | 2.74 | 2.99 | 2.66 |
| Average hours of annual leave taken per pay period per individual | 5.28 | 6.01 | 5.08 | 4.74 | 6.16 | 5.02 |

same period in 1971. Likewise, the same pattern was true for all annual leave taken. The results presented in Table 5-2 are difficult to interpret with regard to possible implications for day care. There is no evidence that OEO users of the CDC are absent or tardy less in 1972 than in 1971 before the CDC was in operation.

According to the Personnel Officer of one of the Federal agencies other than OEO whose employees utilize the OEO CDC, the pattern of taking annual leave as earned in small amounts is typical of the younger employees. Probably only an insignificant part of the total leave used in this fashion could be attributed to child care problems.

### 5.1.2 Interview Responses

Another source of information on tardiness and absenteeism was the responses to the Westat interviews of users and non-users. Each respondent was asked for the number of times in the last two months that child care arrangements had caused her/him to be late to work and absent to work (Questions C and D on page 12 of parent questionnaire, Appendix C). As shown in Table 5-3, less than 20% of absenteeism in a two-month period due to child care arrangements. Assuming that an individual late to work misses two hours and those absent are out for eight hours, the total days per employee lost because of child care problems for a two-month period are estimated in Table 5-4. Realizing the shortcomings of this type of recall data by respondents, it appears that the non-users of the OEO Center who have other formal arrangements do much better in terms of less time lost. The reason for this is unknown.

Table 5-3. Percentage of employees tardy or absent because of child care problems (two-month period)

| | User Group | | | | | | Non-User Group | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | OEO Employee | | Non-OEO Employee | | Total | | Formal Arrange-ment | | Informal At Home | | Informal Out of Home | | Total | | Total | |
| Total number of employees | 22 | | 21 | | 43 | | 17 | | 10 | | 27 | | 54 | | 97 | |
| | Tardy | Absent | Tardy | Absent | Tardy | Absent | Tardy | Absent | Tardy | Absent | Tardy | Absent | Tardy | Absent | Tardy | Absent |
| Percent of employees no time loss | 76% | 76% | 86% | 86% | 82% | 82% | 94% | 88% | 90% | 80% | 77% | 74% | 85% | 80% | 84% | 81% |
| Percent of employees time loss (times) | | | | | | | | | | | | | | | | |
| One | 5% | 9% | - | 5% | 2% | 7% | 6% | 12% | - | - | 7% | 11% | 5% | 9% | 4% | 8% |
| Two | - | 5% | 5% | 9% | 2% | 7% | - | - | 10% | 10% | - | 7% | 2% | 5% | 2% | 6% |
| Three | - | 5% | - | - | - | 2% | - | - | - | 10% | - | 4% | - | 4% | - | 3% |
| Four | - | - | 9% | - | 5% | - | - | - | - | - | 4% | 4% | 2% | 2% | 3% | 1% |
| Five | 5% | - | - | - | 2% | - | - | - | - | - | - | - | - | - | 1% | - |
| Six | 5% | 5% | - | - | 2% | 2% | - | - | - | - | 4% | - | 2% | - | 2% | 1% |
| Seven | - | - | - | - | - | - | - | - | - | - | 4% | - | 2% | - | 1% | - |
| Eight | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Nine or more | 5% | - | - | - | 2% | - | - | - | - | - | 4% | - | 2% | - | 2% | - |
| No response | 4% | - | - | - | 2% | - | - | - | - | - | - | - | - | - | - | 1% |
| Total | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |

Table 5-4. Estimated total days lost per employee because of child care problems (two month period)

| | User Group | | | Non-User Group | | | | |
|---|---|---|---|---|---|---|---|---|
| | OEO Employee | Non-OEO Employee | Total | Formal Arrange-ment | Informal At Home | Informal Out of Home | Total | Total |
| Total number of employees | 22 | 21 | 43 | 17 | 10 | 27 | 54 | 97 |
| Total days lost (two month period) per employee | .59 | .24 | .42 | .12 | .50 | .52 | .39 | .40 |
| Percent of total employees | 23% | 22% | 45% | 17% | 10% | 28% | 55% | 100% |

The CDC is not equipped to care for sick children, therefore a parent of a sick child must make other arrangements sometimes at the last moment, or remain home with the child. Consequently, the CDC would not be expected to reduce absenteeism.

While the data presented in Tables 5-3 and 5-4 are not very informative for our immediate quest to determine the economic benefits that may or may not accrue to OEO due to reduced tardiness and absenteeism, the findings give some indication, perhaps, of the actual magnitude of these problems due to child care arrangements.

### 5.1.3 Estimated Cost Saving

In conclusion, there is no empirical evidence that OEO benefits from the Child Development Center in the reduction of tardiness and absenteeism. It should be recognized that this conclusion is not based on high quality data since the personnel records give no indication of time away from job due to child care problems. As pointed out by Ogilvie, reliable data is not available on the causes of employee absenteeism. In his study all employer-subsidized child care programs interviewed cited absenteeism as one of the principal justifications for the program. However, none had empirical data to verify the hypothesis that a day care program reduces absenteeism.

Based on the above discussion, the minimum benefit to OEO in terms of cost savings from reduced absenteeism and tardiness in sponsoring the Child Development Center is zero with some chance of it actually being slightly negative. As in the case of other day care centers, the parents are encouraged to participate in the program as volunteers, and attend meetings at the centers. In the past supervisors have sometimes let the employees engage in these activities on the employer's time. A recent policy allows OEO users of the CDC to take three hours of administrative leave per pay period to participate in the child care program. This involvement costs the employer in greater absenteeism from the job. Perhaps, one could argue that the parent is more motivated during the working hours because of the satisfaction and participation in the child care program. Such intangibles are beyond the scope of this investigation.

A difficult question concerns itself with the maximum cost savings OEO could expect due to reduced absenteeism by CDC users. In order to speculate on such a figure, it is useful to consider the cost of absenteeism. From Table 5-1, the average number of sick leave hours taken in 1972 for OEO employees (users and non-users) is approximately 3.6 per pay period or about 94 hours per year. The median GS level of OEO CDC users was Grade 6, $9,500 per year, or $4.62 per hour yielding an estimated annual cost of absenteeism of $402 per employee. In a previous chapter it was estimated that the maximum number of OEO employees that might be expected to use the CDC was 45. (With a capacity for 60 children the CDC can accomodate approximately 50 users. An upward shift from the current 22 OEO users to 45 would imply a reduction of non-OEO users from the current 21 users to 5 assuming the current CDC capacity.) Therefore, assume $402 times 45 OEO CDC users and the estimated annual cost of absenteeism would be about $18,000. Although there is no evidence to suggest that day care actually reduces absenteeism, if it could be reduced by 20% the cost savings would be $3,600 annually under the above assumptions. On a per user basis, the 20% reduction in absenteeism would yield an estimate of roughly $80. From this exercise it would seem that potential savings of $80 per user per year would not be an unreasonable estimate.

Ogilvie[1] reported on a survey of 29 corporations conducted by American Management Association about the direct cost of absenteeism. The survey reported absenteeism costs tended to range between 1% and 6% of the direct annual wages paid to employees with a median of slightly less than 3%. For an employee earning of $9,500, this would give an estimate of $285 per year.

## 5.2 Employee Turnover

The second area of potential savings to OEO from the operation of the Child Development Center is employee turnover. Cost of turnover include tangible costs such as recruiting, selection, placement, break-in, formal training, lost production and extra employer taxes; intangible costs may include inefficiencies caused by broken work teams, disruption of morale, and stimulation of additional turnover. If child-related problems account for a significant amount of all turnover, and if the OEO Center reduced child-related turnover, then the potential savings could be high.

The OEO child care program has been in operation for only six months, consequently sufficient data are not available from users to determine the effect of the program on turnover. The OEO personnel office estimates annual turnover to be 25%. Without data from OEO CDC users to indicate possible reductions in turnover, it is only possible to speculate on possible benefits from reduced turnover. Ogilvie[1] reported that child care problems appear to account for a small percentage of total turnover except in a small number of companies with a large, predominately female, labor force. He also concluded that employer-subsidized child care does not appear to have a significant impact on turnover.

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[1] Op. cit.

A study, prepared by the Administrative Management Society and cited in Ogilvie suggested that a maximum of 10-15% of female turnover could be caused by child-related problems. If the annual turnover rate at OEO is 25%, then based on the above figures, it would seem overly optimistic to expect the child care program to reduce this annual turnover by more than about 3%. For a Center with 45 OEO users the potential reduction would be from an expected 11 employees terminating to an expected 10 for one year. In other words, for a center with 45 users the maximum number of annual turnovers that could be prevented might be 1. What would this mean in terms of costs?

Few employers have suitable information to estimate turnover costs. The OEO Personnel Office does not develop turnover costs. Ogilvie found some data on turnover costs with a single study by the Merchants and Manufacturers Association. Although the study is referred to as an "excellent" study, it was based on a survey of 2,000 companies with a 16% response rate. Such a low response rate casts considerable doubt on any statistical findings. Understanding the quality of the data, the survey found the average turnover costs were $1,139 for office and technical personnel and $3,667 for salaried exempt employees. These cost estimates are derived from the cost of separations plus the cost of a hire. The cost of a separation is the sum of administrative costs, lost productivity and other miscellaneous costs. If one is willing to accept that, on the average, a termination costs OEO between $1,100 and $2,700, say $2,000, the maximum annual benefit from reduced turnover would be estimated at $2,000 based on the reduction of turnover of 1 employee. This would yield an estimate of about $45 savings per user per year based on 45 OEO CDC users.

The minimum potential annual cost savings due to turnovers is estimated at zero dollars. This figure was based primarily on an interview with a member of the OEO Personnel Office. The personnel officer could not recall a termination where child care was given by the department employee as the primary reason for leaving OEO. A policy which tends to affect some of the potential savings that might accrue to OEO because of reduced turnover for CDC users is the fact that as long as terminated OEO employees work for the Federal government the CDC is available to them.

### 5.3 Improved Recruiting

Another major hypothesis used to support employer-subsidized child care programs is that the recruitment ability can be enhanced by attracting female employees who would not otherwise be available. Day care could only have recruiting value to OEO in the situation where the work force is below the desired level. If OEO was faced with the condition of not being able to attract qualified female employees, a child care program could improve recruiting. An agency or company operating with less than the desired work force incurs an opportunity cost for each day of production foregone. Such a cost can be estimated, at least conceptually, in terms of output foregone. In the private sector case the cost is generally measured in terms of profits foregone. For an organization in the public sector such as OEO, the units of measurement are more difficult. One possible measure might be the amount of planned budget foregone. This assumes, of course, that the budget was planned in light of specific output goals.

In an interview with an OEO personnel officer, it was indicated that the OEO Child Development Center was not used in an active manner in OEO's recruitment. The program is explained to those interviewees who request such information. Evidently, the personnel office does not view the child care program as a benefit in the same sense as other employee fringe benefits. Consequently, the value of the OEO Center for recruiting purposes thus far is negligible.

The labor pool in Washington, D. C. is adequate to supply OEO with potential employees independent of child care facilities. This is expected to remain true in the foreseeable future as well, hence the Center can not be expected to accrue economic benefits to OEO because of improved recruiting.

Thus far, the discussion has centered on potential benefits to OEO. In the area of recruitment, one might argue that OEO's hiring and training of underqualified typists and clerical personnel has economic benefit to the Federal Government and society as a whole. The OEO personnel officer indicated that OEO feels a responsibility to recruit and train some reasonable numbers of such individuals. Although this represents a cost to OEO, it has an economic benefit to society particularly in the case where the newly-hired working mother is taken from the welfare roles.

From this study there is no satisfactory way to estimate how many females not currently in the labor market could be attracted into employment if adequate day care was available to them. Question Mb of the OEO questionnaire concerned whether the respondent's spouse would go to work or would work more than at present if adequate day care were available. Out of 46 employees who were asked this question, 11 or about 25% indicated that their spouses would go to work or work more hours if adequate day care were available. When asked what type of day care would be preferred, two of the eleven respondents mentioned the OEO Center. Apparently there is some need for day care among the segment of employees with spouses at home, but it is unclear as to the degree of need and what it would take, in the way of day care, to motivate these spouses to enter the labor market or increase their current participation. In addition, 23 respondents were asked whether relatives residing in their household, other than spouses, would seek employment if day care was available. Only one responded yes. Because of the many uncertainties of the unemployed spouses (and other relatives) of respondents in our sample actually entering the labor market, they were not considered in the potential demand.

## 5.4 Estimated Total Value of Day Care

In order to arrive at estimates of the minimum and maximum potential economic benefits to OEO from operations of the Child Development Center, the individual estimates due to reduced absenteeism and tardiness, reduced turnover and the enhancement to recruiting must be aggregated. Considering in each case discussed above the minimum expected benefit was zero dollars, then obviously the estimated minimum for total benefit would likewise be zero.

In the case of maximum economic benefits, it was estimated that potential cost savings of $80 per user per year might be realized from reduced absenteeism and tardiness and about $45 per OEO CDC user from reduced turnover. These combined estimates yield an estimate of maximum total potential economic benefit by $125 per OEO user savings of about $5,600 per year for OEO. Currently, 22 OEO employees are CDC users; at this level the maximum annual cost savings would be estimated at $2,750. As indicated above in the development of these figures, they represent speculative values based on little firm data.

Ogilvie[1] concluded that employers should have the following characteristics to justify an employer-subsidized child care center:

1. a large female labor force located in one geographical area; probably about 1,000 women,
2. a *sustained* need for additional female employees in order to utilize the recruiting value of day care, and
3. above average turnover and absenteeism costs.

OEO does not meet the first requirement and it is questionable whether the second characteristic applies.

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[1] *Op. cit.*

## 6. SATISFACTION WITH THE OEO CHILD DEVELOPMENT CENTER AND OTHER CENTERS

This chapter begins with a review of OEO CDC users' reported satisfaction with various aspects of the center and a comparison of their satisfaction with the importance they attach to various factors. Following this, similar analyses are presented for members of Comparison Group II who used other day care centers.

In general, OEO CDC users were highly satisfied with the center on almost all counts. OEO employees using other day care centers also reported high levels of satisfaction and it should be noted that studies of two other federally-sponsored day care centers[1] also showed high levels of user satisfaction (see Chapter 9).

### 6.1 Satisfaction With Ten Aspects of the OEO Center

Question 29 of the OEO questionnaire required users of the OEO CDC to rate their relative satisfaction or dissatisfaction with various factors of the Center organization and program, using the following scale:

| SATISFIED | DISSATISFIED | DON'T KNOW |
|---|---|---|
| 6 5 4 | 3 2 1 | 0 |

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[1] The Department of Labor and the Department of Health, Education and Welfare centers.

Ratings throughout tended to be high and, on most factors, a relatively small number of users expressed degrees of dissatisfaction (ratings of 3, 2, or 1). Table 6-1 presents an analysis of the user ratings. With the exception of the factor "parental involvement," the average ratings ranged from 5.3 to 5.9 (with 6.0 representing complete satisfaction). One-third of all users expressed at least some dissatisfaction with parental involvement at the Center. Twelve percent (12%) were dissatisfied with the cost of the program.

Two factors, hours of operation and convenience of location, received no ratings of dissatisfaction (3, 2, or 1). It is interesting to note that these are two aspects of Center operation on which there was considerable parental involvement in setting Center policy.

Satisfaction with Center aides showed the biggest point spread between OEO employees and non-OEO employees, although only one employee in each group actually expressed dissatisfaction with the aides.

## 6.2 Comparison of Satisfaction and Importance of Various Factors

Question 16 of the OEO parent questionnaire required each respondent to rate 22 specific aspects of day care arrangements as to their importance to the respondent in choosing a day care arrangement. While these 22 items do not bear a one-to-two correspondence to the 10 aspects rated for satisfaction in Question 29 (see Section 6.1), certain comparisons are possible.

Table 6-1. User satisfaction with OEO Child Development Center

| Factor Rated | OEO EMPLOYEES | | | | NON-OEO EMPLOYEES | | | | TOTAL USERS | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Respondents | Satisfied | Dissatisfied | Av.* Score | Respondents | Satisfied | Dissatisfied | Av.* Score | Respondents | Satisfied | Dissatisfied | Av.* Score |
| Director of Center | 22 | 20 | 2 | 5.3 | 20 | 20 | 0 | 5.7 | 42 | 40 | 2 | 5.5 |
| Child/teacher ratio | 21 | 19 | 2 | 5.3 | 21 | 20 | 1 | 5.2 | 42 | 39 | 3 | 5.3 |
| Center aides | 22 | 21 | 1 | 5.6 | 21 | 20 | 1 | 5.0 | 43 | 41 | 2 | 5.4 |
| Program for child | 22 | 21 | 1 | 5.4 | 21 | 19 | 2 | 5.3 | 43 | 40 | 3 | 5.4 |
| Effect of program on child | 22 | 21 | 1 | 5.4 | 21 | 20 | 1 | 5.5 | 43 | 41 | 2 | 5.4 |
| Individual attention to child | 21 | 20 | 1 | 5.2 | 18 | 16 | 2 | 5.3 | 39 | 36 | 3 | 5.3 |
| Parent involvement | 22 | 15 | 7 | 4.0 | 21 | 14 | 7 | 4.3 | 43 | 29 | 14 | 4.1 |
| Cost of care | 22 | 19 | 3 | 5.2 | 21 | 19 | 2 | 5.3 | 43 | 38 | 5 | 5.3 |
| Hours Center open | 22 | 22 | - | 5.9 | 21 | 21 | - | 5.9 | 43 | 43 | - | 5.9 |
| Location of Center | 22 | 22 | - | 5.7 | 21 | 21 | - | 5.4 | 43 | 43 | - | 5.6 |

*Scale 1-6 (1 completely dissatisfied, 6 completely satisfied).

The following list shows a set of items that were selected to compare to eight aspects of Question 29:

| Satisfaction Factor from Question 29 | Importance Factor from Question 16 |
|---|---|
| A. Director of Day Care Center | F. An adult staff that takes time to tell you how your child is doing. |
| | P. Staffed by adults who are well trained. |
| B. Child/Teacher Ratio | Q. Enough staff members to provide my child with individual attention. |
| | T. Fewer than ten children per adult. |
| C. Aides at the Center | F. An adult staff that takes time to tell you how your child is doing. |
| | P. Staffed by adults who are well trained. |
| E. Effects of this Program on Your Child | M. Helps children to get along better with each other. |
| | U. Teaches children how to mind and follow directions. |
| F. Individual Attention that Your Child is Receiving | Q. Enough staff members to provide my child with individual attention. |
| | T. Fewer than ten children per adult. |
| G. Extent to Which Parents Are Involved in the Program | D. Involves parents. |
| I. Hours the Center is Open | C. Open convenient hours. |
| J. Convenience of the Location | B. Within walking distance of home. |
| | I. Within walking distance from work. |

Table 6-2 shows the results of these comparisons of importance and satisfaction ratings. As in the case of the satisfaction ratings from Question 29, the importance ratings given by the respondents tended to cluster at the high end of the seven-point scale used for Question 16. Thus, most of the ratings indicated that the users felt the items were very important.

It is of interest to note that while 14 of the users expressed dissatisfaction with parental involvement at the Center, 3 of these (21%) did not find parental involvement more than somewhat important.

The lowest ratings of importance appear for hours of operation, where 23% found this only somewhat important, and convenience of location, where 27 out of the 43 users (63%) found this factor only somewhat or not at all important. All users rated these two factors as satisfactory.

## 6.3 Satisfaction of the Children

Question 30 of the OEO questionnaire asked users to rate their children as very, fairly, or not very happy with the OEO program. Table 6-3 indicates that 82% of the OEO employees and 95% of the non-OEO employees felt their children were very happy, and 100% of both groups felt their children were either very or fairly happy at the Center.

Table 6-2. Relative importance of factors evaluated showing satisfaction or dissatisfaction

| Factor Rated | Specific Operations Evaluated | No. of Responses | Importance |  | % Satisfied | % Dissatisfied |
|---|---|---|---|---|---|---|
|  |  |  | Degree | No. Resp. |  |  |
| Director of Center | Staff reports to parents<br>Well trained staff | 42 | Very | 42 | 95% | 5% |
| Child/ Teacher Ratio | Adequate Staff<br>Less than 10/1 ratio | 42 | Very<br>Somewhat | 39<br>3 | 92%<br>100% | 8% |
| Center Aides | Staff reports to parents<br>Well trained staff | 43 | Very | 43 | 95% | 5% |
| Effect of Program on Child | Develops social adjustmt.<br>Teaches obedience and understanding. | 41 | Very<br>Somewhat | 36<br>5 | 94%<br>100% | 6% |
| Individual Attention to Child | Adequate staff<br>Less than 10/1 ratio | 39 | Very<br>Somewhat | 36<br>3 | 92%<br>100% | 8% |
| Parent Involvement | Parent involvement | 42 | Very<br>Somewhat | 33<br>9 | 70%<br>67% | 30%<br>33% |
| Hours of Center Operation | Open convenient hours | 43 | Very<br>Somewhat | 33<br>10 | 100%<br>100% | -<br>- |
| Convenience of Location. | Within walking distance of work or home | 43 | Very<br>Somewhat<br>Not at all | 16<br>23<br>4 | 100%<br>100%<br>100% |  |

Table 6-3. Rating of children's satisfaction at OEO Center

| Degree of Child Satisfaction | OEO Employees | Non-OEO Employees | All User Employees |
|---|---|---|---|
| Number of Respondents | 22 | 21 | 43 |
| Very Happy | 82% | 95% | 88% |
| Fairly Happy | 18% | 5% | 12% |
| Not Very Happy | 0% | 0% | 0% |

## 6.4 Comparison of OEO Center With Previous Child Care Arrangements

Question 51 of the preschool questionnaire required the respondents to rate 23 items[1] which are features of various child care arrangements, comparing their current child care at the OEO Center with previous child care arrangements used. Table 6-4 shows responses by the following categories:

- Center organization,
- Center program,
- Parent cost/convenience, and
- Social benefits.

Since this analysis involved the preschool file, each child is represented once and respondents who had more than one child enrolled in the center are represented more than once. This results in an N of 48 for Table 6-4.

The general category of center program shows the most substantial improvement over previous arrangements. On the average, center program features were reported to be improved for 65% of the children and worse for only 1%. In particular, the formal educational program is rated as improved in 81% of the cases.

The factors listed under parent cost/convenience showed the lowest average number of respondents reporting improvement in their situation. Only distance from work and cost show

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[1] Twenty-two of these 23 items were identical to the items of Question 16, OEO questionnaire which parents rated for importance. One additional item, "Cost to you," appeared in Question 51 of the preschool questionnaire, but not in Question 16 of the OEO questionnaire.

Table 6-4. Comparisons of OEO Center to previous child care arrangements for 48 children enrolled in center.*

| Category | Item** | Better |  | Same |  | Worse |  | No DK/NA/Response |  |
|---|---|---|---|---|---|---|---|---|---|
|  |  | No. | % | No. | % | No. | % | No. | % |
| Center Organization | Men included in staff | 39 | 81% | 6 | 13% | 2 | 4% | 1 | 2% |
|  | Staff reports to parents | 33 | 69% | 13 | 27% | 1 | 2% | 1 | 2% |
|  | Well trained staff | 33 | 69% | 12 | 25% | 1 | 2% | 2 | 4% |
|  | Staff adequate for individual attention | 28 | 58% | 13 | 27% | 5 | 10% | 2 | 4% |
|  | Staff/child ratio 1/10 or better | 24 | 50% | 14 | 29% | 8 | 17% | 2 | 4% |
|  | Average | 31 | 65% | 12 | 25% | 3 | 6% | 2 | 4% |
| Center Program | Formal educational program | 39 | 81% | 7 | 15% | 1 | 2% | 1 | 2% |
|  | Teaches social adjustment | 30 | 63% | 15 | 31% |  |  | 3 | 6% |
|  | Teaches obedience and understanding | 24 | 50% | 23 | 48% | — | — | 1 | 2% |
|  | Average | 31 | 65% | 15 | 31% | .3 | 1% | 1.7 | 3% |
| Parent Cost/Convenience | Within walking distance of work | 37 | 77% | 4 | 8% | 4 | 8% | 3 | 6% |
|  | Cost | 33 | 69% | 7 | 15% | 7 | 15% | 1 | 2% |
|  | Involves parents | 23 | 48% | 21 | 44% | 2 | 4% | 2 | 4% |
|  | Dependable & reliable | 20 | 42% | 25 | 52% | 1 | 2% | 2 | 4% |
|  | Open convenient hours | 20 | 42% | 24 | 50% | 2 | 4% | 2 | 4% |
|  | Safe and clean | 19 | 40% | 26 | 54% |  |  | 3 | 6% |
|  | Provides extra meal | 19 | 40% | 22 | 46% | 5 | 10% | 2 | 4% |
|  | Available year after year | 18 | 38% | 26 | 54% | 1 | 2% | 3 | 6% |
|  | Available day or night | 12 | 25% | 20 | 42% | 12 | 25% | 4 | 8% |
|  | Within walking distance of home | 9 | 19% | 12 | 25% | 22 | 46% | 5 | 10% |
|  | All children of family together after school*** | 7 | 15% | 3 | 6% | 9 | 19% | 29 | 60% |
|  | Average | 20 | 41% | 17 | 36% | 6 | 12% | 5 | 11% |
| Social Benefits | Racially integrated | 35 | 73% | 11 | 23% |  |  | 2 | 4% |
|  | Child eager to attend | 30 | 63% | 17 | 35% |  |  | 1 | 2% |
|  | With children like self | 30 | 63% | 16 | 33% |  |  | 2 | 4% |
|  | Staff of same ethnic background | 14 | 29% | 21 | 44% | 5 | 10% | 8 | 17% |
|  | Average | 27 | 57% | 16 | 35% | 1 | 2% | 3 | 6% |

* Includes response for each of 48 children attending Center; parents with two children represented twice.

** Only abbreviated captions for the items are shown. For original wording, see Appendix C.

*** This question was asked only if the parent had both preschool and schoolage children. In 28 of the 48 cases, it was not asked. There was one non-respondent.

improvement for more than half of the children in the center, with 15% showing increased cost and 8% increased distance. Day or night availability, distance from home, and possibility of keeping children together all are rated substantially worse in comparison with previous arrangements.

Individual items considered to be an improvement over previous arrangements for 50% or more of the children are listed separately in Table 6-5.

The responses to Question 51 involved comparisons of the OEO center to a variety of different types of previous arrangements. Of the 48 children enrolled in the CDC, 35 of them (73%) had previously been in informal arrangements (63% outside the home; 10% in the home); thirteen of them (27%) had been in formal arrangements (21% in other day care centers; 6% in nursery school and/or kindergarten). Given that about three-quarters of the children had previously been in informal arrangements, it is not surprising that the users as a group found improvements in the area of program and some loss of convenience.

The three factors in Table 6-4 which show the highest number of responses indicating that the CDC is worse than the previous arrangement are "within walking distance of home," "available day or night," and "staff/child ratio 1:10 or better." The first two are not unexpected, given a comparison of predominantly informal previous arrangements to a center located near the place of work. Of the eight children for whom staff/child ratio was reported to be worse in the OEO CDC than in their previous arrangement, all had previously been in informal arrangements -- four with relatives at other homes, three with non-relatives at other homes, and one with a relative in the child's home.

Table 6-5. Factors on which OEO Center is reported better than previous child care arrangement for more than 50% of the children*

| Category | Item** | Percent of Children for Which Center is Viewed as Better |
|---|---|---|
| Center Organization | Men included in staff | 81% |
| | Staff reports to parents | 69% |
| | Well trained staff | 69% |
| | Staff adequate for individual attention | 58% |
| | Fewer than ten children per adult | 50% |
| Center Program | Formal educational program | 81% |
| | Teaches social adjustment | 63% |
| | Teaches obedience and understanding | 50% |
| Parent Cost/ Convenience | Walking distance from work | 77% |
| | Cost to parent | 69% |
| Social Benefits | Racially integrated | 73% |
| | With children like self | 63% |
| | Child eager to attend | 63% |

* Based on responses for each of 48 children attending; parents with two children represented twice.

** Only abbreviated captions for items are shown. For original wording, see Appendix C.

## 6.5 Importance of Factors at OEO Center Reported to be Worse in Comparison With Previous Arrangements

To the extent that users found various aspects of the OEO Center to be less satisfactory than their previous arrangements, there was an interest in knowing what importance they attached to the factors seen as less satisfactory. As reported in the last section, users very infrequently said that the OEO CDC was worse than what they had previously experienced. In fact, on none of the 23 comparison items did a majority of the users find the OEO CDC to be worse.

The four factors most frequently noted to be "worse" are shown in Table 6-6. For each factor, the degree of importance attached to it by the respondents considering it "worse" is also shown. According to this table, the two factors with the largest number of derogatory ratings do not seem to be of great importance to these parents finding them "worse" at OEO CDC than in previous arrangements. Only in the case of "staff/ child ratio" do all of those finding it worse at OEO report it to be a very important factor. As noted in Section 6.4, however, these parents had previously had their children in informal arrangements where the ratio adults to children may be expected to be very favorable.

## 6.6 User Preference for Day Care Arrangements

A final measure of center user satisfaction may be gained by a review of preferences for day care arrangements expressed by current users. While 91% of the OEO employees and 81% of non-OEO employees who use the Center reported the OEO Center to be their choice for child care, two OEO employees (9%) and four non-OEO employees (19%) indicated other forms of

Table 6-6. Importance to parents of factors in child care arrangements at OEO Center reported to be worse than previous arrangement for more than 15% of the children*

| Category | Factor | Number Finding Arrangement at OEO Worse | Percent of Total Users | Importance | |
|---|---|---|---|---|---|
| | | | | Degree | Number |
| Center organization | Staff/child ratio | 7 | 17% | Very important | 7 |
| Parent cost/ convenience | Available day or night | 12 | 28% | Very important | 3 |
| | | | | Somewhat | 5 |
| | | | | Not important | 4 |
| | Within walking distance of home | 20 | 47% | Very important | 4 |
| | | | | Somewhat | 8 |
| | | | | Not important | 8 |
| | All children in family together | 7 | 17% | Very important | 5 |
| | | | | Somewhat | 2 |

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* For purposes of the comparison of importance and satisfaction shown in this table, it was desired to allow each parent to be represented only once. Therefore, for those parents having more than one child in the center, the response on Question 51 for the youngest child enrolled in the center was tabulated. The percentages in this table are slightly different than those shown for these four factors in Table 6-4, as they are based on N=43 parents rather than N=48 children.

day care as their preference. A discussion of these preferences will be found in Chapter 7.

## 6.7 OEO Center Users Compared on Satisfaction With Users of Other Centers

Sixteen non-users of the OEO Center in Comparison Group II report use of formal arrangements (other day care centers). Question 27 of the OEO questionnaire asked these respondents to rate their satisfaction or dissatisfaction with the same aspects of center care as were discussed for users in Section 6.1. The average scores for the various factors as well as the percentages of those reporting satisfaction or dissatisfaction with them, are compared with those of users in Table 6-7.

There is relatively little difference in average ratings or satisfaction for the OEO Center and other day care facilities in most areas. Again, most respondents using other centers expressed satisfaction with their centers. Individual attention to the child, center program, and cost of care scored the lowest levels of satisfaction, in that order. However, these factors are still highly rated and the percentages are based on very small numbers where a shift of one or two people makes a fairly large difference.

Parental involvement showed the biggest point spread between the two groups (OEO Center users 4.1 vs. users of other centers 5.0), with OEO Center users showing an appreciably lower level of satisfaction (33% dissatisfied as opposed to 6% of the users of other centers).

Individual attention to the child (user score 5.3, users of other centers 4.8) was rated somewhat lower by users

Table 6-7. Comparison of satisfaction and dissatisfaction of CDC users and users of other centers*

| Factor | Users of OEO Center | | | | Users of Other Centers | | | |
|---|---|---|---|---|---|---|---|---|
| | Number of Respondents | Percent Satisfied | Percent Dissatisfied | Average Score | Number of Respondents | Percent Satisfied | Percent Dissatisfied | Average Score |
| Director of center | 42 | 95% | 5% | 5.5 | 16 | 100% | | 5.5 |
| Child/teacher ratio | 42 | 93% | 7% | 5.3 | 16 | 100% | | 5.5 |
| Center aides | 43 | 95% | 5% | 5.4 | 16 | 94% | 6% | 5.4 |
| Center program | 43 | 93% | 7% | 5.4 | 16 | 88% | 12% | 5.3 |
| Effect of program on child | 43 | 95% | 5% | 5.4 | 16 | 100% | | 5.6 |
| Individual attention to child | 39 | 92% | 8% | 5.3 | 15 | 87% | 13% | 4.8 |
| Parental involvement | 43 | 67% | 33% | 4.1 | 16 | 94% | 6% | 5.0 |
| Cost of care | 43 | 88% | 12% | 5.3 | 16 | 88% | 12% | 5.2 |
| Hours of occupation | 43 | 100% | | 5.9 | 16 | 100% | | 5.3 |
| Convenience of location | 43 | 100% | | 5.6 | 16 | 100% | | 5.9 |
| Average | | 92% | 8% | 5.3 | | 95% | 5% | 5.3 |

* Based on scores of 1-6: 1 representing completely dissatisfied; 6, completely satisfied.

of other centers, 13% of whom were dissatisfied as compared to 8% of the OEO users.

Significance of the average ratings of users of the OEO Center and users of other centers was statistically tested.[1] No statistically significant differences could be substantiated.

## 6.8 Satisfaction vs. Importance of Factors: Users of Other Centers

A comparison was made between relative importance of the factors evaluated by users of other centers, and their satisfaction and dissatisfaction with them. As with the users of the OEO Center, most respondents tended to consider all factors very important as well as indicating a generally high level of satisfaction.

No statistical significance can be attributed to differences between the two groups in importance or satisfaction, and indeed, distribution tends to follow the same patterns with differences only of degree.

All of the users of other centers reported their children to be "Very Happy" with the center they attend.

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[1] A t-test of means demonstrated significance ($p < .001$) on the two factors with the largest differences in average scores (parent involvement and center hours). However, because of the skewness of the distribution of ratings, the assumptions of a t-test are not really met. For this reason, two nonparametric tests were also used. The median test and the Kolmogorov-Smirnov two-sample test failed to verify significant statistical differences between the two groups. These two tests pertain to differences in central tendency and differences in total distribution, respectively.

## 6.9 Comparison of Previous and Current Child Care Arrangements: Comparison Group II

Twenty-six of the 48 respondents in Comparison Group II (non-users of the OEO Center with a 2, 3, 4, or 5-year-old in full-time day care) compared their current and previous child care arrangements. (When the previous arrangement had been with the respondent or spouse at home, the question was not completed.)

Present arrangements of those responding showed far less improvement over previous arrangements than is shown by users of the OEO Center. These Comparison Group II responses, however, represent changes from a variety of previous child care arrangements to a variety of current child care arrangements. This makes it much more difficult to interpret the results for Comparison Group II than those for center users, who had changed from a variety of previous arrangements to the Center in every case. Given the small number of Comparison Group respondents on this item (N = 26), it is not possible to break the data down by type of current arrangement to make a comparison with the users.

# 7. KEY FACTORS RELATED TO CHOICE OF DAY CARE ARRANGEMENT

Chapter 3 presented a number of comparisons of users and non-users of the OEO CDC and discussed some of the descriptive characteristics of the sample that might be related to type of day care used. This chapter attempts to delve further into the issue of what factors affect choice of day care.

## 7.1 Preferences

Question 9 of the OEO questionnaire asked, "Under present circumstances, if you had to choose among the various types of child care shown on this card, which one would you choose?" The alternatives were:

A. Spouse at home
B. Half day nursery school
C. OEO Day Care Center
D. Other day care center
E. Head Start program
F. Kindergarten
G. First grade
H. With relative at your home
I. With relative at another home
J. With non-relative at your home
K. With non-relative at another home
L. Other (specify)

Table 7-1 shows the results of this question for the users and Comparison Group I. A chi-square ($\chi^2$) test of significance was computed comparing all users to all members of Comparison Group I on this question. In order to do this, it was

Table 7-1. Preferences for day care by primary type of day care used

| Preference | Number of Respondents | User | | | Comparison Group I | | | |
|---|---|---|---|---|---|---|---|---|
| | | OEO Employee | Non-OEO Employee | Sub-Total | Other Formal Arrangement | Informal at Home | Informal Out of Home | Sub-Total |
| Spouse at home | 1 | | | | | | 4% | 1% |
| Half day nursery school | 3 | | | | 6% | 10% | 4% | 6% |
| OEO day care center | 45 | 91% | 81% | 86% | 6% | | 26% | 15% |
| Other day care center | 16 | 5% | 5% | 5% | 65% | | 11% | 26% |
| Head Start Program | 1 | | | | | | 4% | 2% |
| Kindergarten | 3 | | | | 6% | | 7% | 6% |
| First Grade | 1 | 5% | | 2% | | | - | - |
| With relative at your home | 8 | | 5% | 2% | | 40% | 11% | 13% |
| With relative at another home | 6 | | 5% | 2% | 6% | | 15% | 9% |
| With non-relative at your home | 6 | | | | | 40% | 7% | 11% |
| With non-relative at another home | 5 | | 5% | 2% | 6% | | 11% | 7% |
| Other: With respondent at home | 1 | | | | 6% | | | 2% |
| No response | 1 | | | | | 10% | | 2% |
| Total | 97 | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Number of respondents | 97 | 22 | 21 | 43 | 17 | 10 | 27 | 54 |

necessary to collapse the categories so that small frequencies in the cells could be avoided. The results are shown in Table 7-2. The $\chi^2$ was equal to 48.38, which is significant with $p < .001$.

Table 7-2. Contingency table for chi-square test of preference vs. user/non-user

| | Users | Comparison Group I | Total |
|---|---|---|---|
| At home with spouse, relative, non-relative or respondent | 1 | 15 | 16 |
| Half day nursery, Day care center (not OEO), Head Start, kindergarten, first grade | 3 | 21 | 24 |
| With relative or non-relative at another home | 2 | 9 | 11 |
| OEO Day Care Center | 37 | 8 | 45 |
| Total | 43 | 53* | 96 |

* The one non-respondent shown in Table 7-1 was eliminated.

As indicated in Table 7-2, 37 of the 43 OEO CDC users gave the center as their preferred day care arrangement. Two OEO-employed users and four non-OEO-employed users did not. In order to better understand why these six users do not give the center as their preferred arrangement, we looked at Q.29, which required each user to express their satisfaction or dissatisfaction with 10 aspects of the center. The responses of the six users who did not give the center as their preferred type of day care are diagrammed in Table 7-3. Although most of the responses to specific factors in the Center operation indicated a fair degree of satisfaction only two factors (hours of operation and convenience of location)

Table 7-3. Satisfaction-dissatisfaction ratings for OEO Day Care Center by users expressing preference for another day care arrangement

| SCALE: | SATISFIED | DISSATISFIED | DON'T KNOW |
|---|---|---|---|
| | 6 5 4 | 3 2 1 | 0 |

| Employer; Employee Preference | Satisfaction ↔ Dissatisfaction With | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Director of Center | | | | | | Child-Teacher Ratio | | | | | | Center Aides | | | | | | Center Program | | | | | | Effect of Program on Child | | | | | | Individual Attention to Child | | | | | | Parent Involvement | | | | | | Cost to Parent | | | | | | Hours Center Open | | | | | | Convenience of Location | | | | | |
| | 6 | 5 | 4 | 3 | 2 | 1 | 6 | 5 | 4 | 3 | 2 | 1 | 6 | 5 | 4 | 3 | 2 | 1 | 6 | 5 | 4 | 3 | 2 | 1 | 6 | 5 | 4 | 3 | 2 | 1 | 6 | 5 | 4 | 3 | 2 | 1 | 6 | 5 | 4 | 3 | 2 | 1 | 6 | 5 | 4 | 3 | 2 | 1 | 6 | 5 | 4 | 3 | 2 | 1 | 6 | 5 | 4 | 3 | 2 | 1 |
| OEO | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Another center | ☐ | | | | | | ☐ | | | | | | ☐ | | | | | | ☐ | | | | | | ☐ | | | | | | ☐ | | | | | | ☐ | | | | | | ☐ | | | | | | ☐ | | | | | | ☐ | | | | | |
| First grade | | | | ☐ | | | ☐ | | | | | | | ☐ | | | | | | | | ☐ | | | | ☐ | | | | | | | ☐ | | | | | | ☐ | | | | | | | ☐ | | | ☐ | | | | | | ☐ | | | | | |
| Non-OEO | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Another center | | ☐ | | | | | | | | | ☐ | | | ☐ | | | | | ☐ | | | | | | ☐ | | | | | | ☐ | | | | | | | | | | | ☐ | ☐ | | | | | | ☐ | | | | | | ☐ | | | | | |
| Relative at home | | ☐ | | | | | | ☐ | | | | | | ☐ | | | | | ☐ | | | | | | ☐ | | | | | | | ☐ | | | | | | | | ☐ | | | ☐ | | | | | | ☐ | | | | | | ☐ | | | | | |
| Relative Out of home | ☐ | | | | | | | ☐ | | | | | | ☐ | | | | | | ☐ | | | | | ☐ | | | | | | | ☐ | | | | | | ☐ | | | | | ☐ | | | | | | ☐ | | | | | | ☐ | | | | | |
| Non-relative out of home* | ☐ | | | | | | | ☐ | | | | | | ☐ | | | | | ☐ | | | | | | ☐ | | | | | | | | | | | | | | ☐ | | | | ☐ | | | | | | ☐ | | | | | | ☐ | | | | | |

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* No response on Individual Attention to Child.

were completely satisfactory to all of these respondents. Parent involvement produced the greatest variety of opinion, ranging from complete satisfaction to complete dissatisfaction. Other factors rated with dissatisfaction (a rating of 3, 2, or 1) by at least one of these six respondents included Child-Teacher ratio, Center Program, and Cost to Parents.

It is of particular interest to note that of two respondents indicating a preference for another center, one expressed complete satisfaction with all aspects of the Center, while the other expressed dissatisfaction with child-teacher ratios and parent involvement.

Since dissatisfaction with the OEO Center did not appear to be a primary cause of most preferences by users for another arrangement, other possible explanations were examined. Question 8 required respondents to choose from a list those factors which were most important to them in selecting an ideal child care arrangement; Question 20 asked if the respondent could think of anything that would improve the arrangements for their preschool children. Responses to these two questions were tabulated for the six users not preferring the OEO center as shown in Table 7-4.

In response to Question 18, a formal educational program was cited by all six of the users who prefer another arrangement as an important factor in selecting a child care program. Two-thirds of these respondents considered it of primary importance. The choices of child care arrangements of these six users are not entirely consistent with this pattern, since three of the respondents had indicated earlier (in Q.9) that they preferred an informal arrangement, which would be most unlikely to provide any formal education benefits to the child.

Table 7-4. Principal factors in selecting day care arrangement (center users preferring another child care arrangement)

| Employer | Income | Day Care Arrangement Preferred | Principal Factors in Selection (by Importance) | | | Factors Which Would Improve Present Arrangement |
|---|---|---|---|---|---|---|
| | | | 1st | 2nd | 3rd | |
| OEO | $8,500-$10,499 | Other center | Formal ecucational program | Home-type arrangement rather than center | Don't know | Closer to home |
| | Over $20,000 | First grade | Formal educational program | Distance from home | Cost of care | Improved educational program |
| Non-OEO | $8,500-$10,499 | Other center | Cost of care | Possiibility of single arrangement for all children | Formal educational program | More parent/teacher involvement |
| | $10,500-$14,999 | With relative at home | Child happy and eager to attend | Possibility of single arrangement for all children | Formal educational program | Parent time off from work a few hours a month to spend time with children |

Table 7-4. Principal factors in selecting day care arrangement (center users preferring another child care arrangement) Continued

| Employer | Income | Day Care Arrangement Preferred | Principal Factors in Selection (by Importance) | | | Factors Which Would Improve Present Arrangement |
|---|---|---|---|---|---|---|
| | | | 1st | 2nd | 3rd | |
| | $15,000-$19,999 | With relative out of home | Formal educational program | Cost of care | Distance from work | Improved educational and activities programs |
| | Under $8,500 | With non-relative out of home | Formal educational program | Possiibility of single arrangement for all children | Home-type arrangement instead of center | More attention to children - particularly in dressing them for return home |

The preferences of non-users shown in Table 7-1 were also studied further. Table 7-5 presents an analysis of non-users' preferred day care arrangement, reasons for not using the center (Q.24 of OEO questionnaire) and changes which might persuade them to use the CDC (Q.25 of OEO questionnaire). Since six members of Comparison Group I did not have children in the age range eligible for the OEO CDC, this analysis involved only members of Comparison Group II. Since family income was shown earlier (see Chapter 3) to be an important factor in choice of day care, Table 7-5 shows the results by level of income as well as by type of arrangement primarily used.

In giving their reasons for not using the OEO center, approximately one-third of Comparison Group II indicated that they liked their present arrangement and nothing would induce them to change. Location and cost were the two most important reasons cited for not using the OEO Center by the other two-thirds, with lower cost cited by 29% as the most important factor which would persuade them to use the Center. While the cost factor is cited by users of all other arrangements as a deterrent to use of the OEO center, it is an especially important factor for those using informal arrangements, both within and outside of the home. It is interesting to note that complaints about cost were more frequent among families above the $10,500 income level. Thirty-two respondents had family incomes of $10,500 or more; ten of them (31%) gave "too expensive" as a reason for not using the center. This compares with 3 out of 14 respondents (21%) whose incomes were below $10,500.

Even though all the respondents in Table 7-5 had at least one child in the eligible age range, 25% gave "Children too

Table 7-5. Preferences for day care, reasons for not using OEO-CDC, and incentives to use OEO-CDC for Comparison Group II by present arrangement and family income.

| Primary Arrangement Used | Total Family Income | Number of Respondents | Preferred Day Care Arrangement | | | | | | Reasons For Not Using OEO Center* | | | | | | | Incentives to Use OEO Center* | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | OEO Center | Other Formal Arrangement | Informal: Out of Home | Informal: At Home | With Parent | No Response | Like Present Arrangement | Too Expensive | Bad Location or Transportation Difficulty | Child Too Young | Child Too Old | Other | No Response | None Like Present Arrangement | Less Expensive | Better Location or Transportation Provided | Younger Children Eligible | Older Children Eligible | If Didn't Have Present Arrangement | Other | No Response |
| Formal Arrangement (16 respondents) | Under $8,500 | 2 | 1 | 1 | | | | | | | 1 | | | 1 | | | | 1 | | | | 1 | |
| | $ 8,500-10,499 | 1 | | | 1 | | | | 1 | | 1 | | | | | | 1 | | | | | | |
| | $10,500-14,999 | 1 | | 1 | | | | | 1 | | | | | | | 1 | | | | | | | |
| | $15,000-19,999 | 8 | | 7 | 1 | | | | 2 | 2 | 5 | | 1 | | | 4 | 2 | 2 | | | | | |
| | Over $20,000 | 3 | | 2 | | | 1 | | | 1 | 3 | | | | | | 1 | 2 | | | | | |
| | No response | 1 | | 1 | | | | | 1 | | | | | | | 1 | | | | | | | |
| | | 16 | 1 | 12 | 2 | | 1 | | 5 | 3 | 10 | | 1 | 1 | | 6 | 4 | 5 | | | | 1 | |
| | % of all respondents citing* | | 6% | 75% | 13% | | 6% | | 31% | 19% | 63% | | 6% | 6% | | 38% | 25% | 31% | | | | 6% | |
| Informal Arrangement Out of Home (22 respondents) | Under $8,500 | 7 | 2 | 3 | 1 | 1 | | | | 2 | | 3 | | 1 | 1 | 1 | 2 | | 3 | | | 1 | |
| | $ 8,500-10,499 | 3 | | 1 | 1 | 1 | | | 1 | 1 | 2 | | | | | | | 1 | | | 1 | 2 | |
| | $10,500-14,999 | 1 | | 1 | | | | | 1 | | | | | | | 1 | | | | | | | |
| | $15,000-14,999 | 5 | 3 | 1 | 1 | | | | 1 | 2 | 1 | | | 1 | 1 | 1 | 2 | 1 | | | | | 1 |
| | Over $20,000 | 6 | 1 | | 3 | 1 | 1 | | 3 | 2 | 2 | 3 | | 1 | | 4 | 4 | | | | | 2 | |
| | No response | - | | | | | | | | | | | | | | | | | | | | | |
| | | 22 | 6 | 6 | 6 | 3 | 1 | | 6 | 7 | 5 | 6 | | 3 | 2 | 7 | 8 | 2 | 3 | | 1 | 5 | 1 |
| | % of all respondents citing* | | 27% | 27% | 27% | 14% | 5% | | 27% | 32% | 23% | 27% | | 14% | 9% | 32% | 36% | 9% | 14% | | 5% | 23% | 5% |
| Informal Arrangement At Home (10 respondents) | Under $8,500 | 1 | | | | 1 | | | 1 | | | | | | | | | | | | | 1 | |
| | $ 8,500-10,499 | - | | | | | | | | | | | | | | | | | | | | | |
| | $10,500-14,999 | 1 | | | | 1 | | | | 1 | | | 1 | | | | | | | 1 | | | |
| | $15,000-19,999 | 2 | | | | 2 | | | 1 | 1 | 1 | 1 | | | | 1 | | | 1 | | | | |
| | Over $20,000 | 5 | | 1 | | 3 | | 1 | 2 | 1 | 2 | 3 | | | | 2 | 1 | 1 | | | 1 | 1 | |
| | No response | 1 | | | | 1 | | | | 1 | | | | | | | 1 | | | | | | |
| | | 10 | | 1 | | 8 | | 1 | 4 | 4 | 3 | 4 | 1 | | | 3 | 2 | 1 | 1 | 1 | 1 | 2 | |
| | % of all respondents citing* | | | 10% | | 80% | | 10% | 40% | 40% | 30% | 40% | 10% | | | 30% | 20% | 10% | 10% | 10% | 10% | 20% | |
| Total of All Arrangements (48 respondents) | Under $8,500 | 10 | 3 | 4 | 1 | 2 | | | 1 | 2 | 1 | 3 | | 2 | 1 | 1 | 2 | 1 | 3 | | | 3 | |
| | $ 8,500-10,499 | 4 | | 1 | 2 | 1 | | | 2 | 1 | 3 | | | | | | 1 | 1 | | | 1 | 2 | |
| | $10,500-14,999 | 3 | | 2 | | 1 | | | 2 | 1 | | | 1 | | | 2 | | | | 1 | | | |
| | $15,000-19,999 | 15 | 3 | 8 | 2 | 2 | | | 4 | 5 | 7 | 1 | 1 | 1 | 1 | 6 | 4 | 3 | 1 | | | | 1 |
| | Over $20,000 | 14 | 1 | 3 | 3 | 4 | 2 | 1 | 5 | 4 | 7 | 6 | | 1 | | 6 | 6 | 3 | | | 1 | 3 | |
| | No response | 2 | | 1 | | 1 | | | 1 | 1 | | | | | | 1 | 1 | | | | | | |
| | | 48 | 7 | 19 | 8 | 11 | 2 | 1 | 15 | 14 | 18 | 10 | 2 | 4 | 2 | 16 | 14 | 8 | 4 | 1 | 2 | 8 | 1 |
| | % of all respondents citing* | | 14% | 40% | 17% | 23% | 4% | 2% | 31% | 29% | 38% | 21% | 4% | 8% | 4% | 33% | 29% | 17% | 8% | 2% | 4% | 17% | 2% |

* Multiple responses allowed for reasons for not using OEO CDC and incentives to use OEO CDC.

old" or "Children too young" as a reason for not using the center.[1] Only 10%, however, cited expanded age eligibility as a factor encouraging use of the Center. Location and transportation also follow this pattern: 38% consider location and transportation difficulties a deterrent to use, but only 17% mention better location or provision of transportation as an incentive to use the OEO Child Development Center.

Fourteen percent (14%) of Comparison Group II (7 persons) gave the OEO Child Development Center as their preferred child care arrangement. Their reasons for not using the Center are tabulated in Table 7-6. As may be noted, cost is the largest single deterrent to those who prefer the center, cited by 4 out of the 7. Three out of these four have family incomes in the $15,000-$19,999 range.

In addition to their preferences regarding type of day care, respondents who preferred any type of out-of-home arrangement were asked, "For the type of child care that you chose, what is the farthest distance from your home or work that it can be located?" (Q.10, OEO questionnaire). A chi-square ($\chi^2$) test indicated significant differences between users and Comparison Group I on this question. The results are shown in Table 7-7.

Overall, non-users seem less willing to travel to get day care than users. Seventy-seven percent (77%) of the users indicated that day care would have to be within 15 minutes of

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[1] This confirms the results discussed in Chapter 1 indicating that parents are less apt to use the center when they have one child eligible and others who are not.

Table 7-6. Reasons for non-use and incentives to use of OEC Day Care Center (non-users preferring OEO Center for child care)

| Current Arrangement | | Income | Reasons for Not Using OEO Center | Incentive to Use of OEO Center |
|---|---|---|---|---|
| Formal (another center) | (1) | Under $8,500 | Child out of town | Planning to enroll |
| Informal Out of home | (2) | Under $8,500 | Too expensive | Less expensive |
| | (3) | Under $8,500 | Child too young | Younger children eligible |
| | (4) | $15,000-$19,999 | Bad location or transportation difficulty | Better location or transportation provided |
| | (5) | $15,000-$19,999 | Too expensive | Less expensive |
| | (6) | $15,000-$19,999 | Too expensive | Less expensive |
| | (7) | Over $20,000 | Too expensive and health problems | Less expensive<br>Better health care facilities |

Table 7-7. Acceptable distance for preferred day care arrangement by type of current arrangement

| Distance | Number of Respondents | Users | | | Comparison Group I | | | | Total |
|---|---|---|---|---|---|---|---|---|---|
| | | OEO | Non-OEO | Sub-Total | Other Formal | Informal at Home | Informal Out of Home | Sub-Total | |
| Total number of respondents | 81 | 22 | 20 | 42 | 17 | 1 | 21 | 39 | |
| Next door less than 5 minutes | 16 | 23% | 5% | 14% | 18% | | 33% | 26% | 20% |
| 5 to 10 minutes | 17 | 23% | 15% | 19% | 29% | | 19% | 23% | 21% |
| 11 to 15 minutes | 16 | 5% | 20% | 12% | 24% | | 33% | 28% | 20% |
| 16 to 20 minutes | 11 | 27% | 20% | 24% | - | | 5% | 3% | 14% |
| More than 20 minutes | 20 | 18% | 40% | 29% | 29% | 100% | 9% | 20% | 25% |
| No response | 1 | 5% | - | 2% | | | - | - | 1% |
| Total | | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |

their home as compared to 45% of the users. The non-OEO users are the most willing to travel with 40% of them indicating a willingness to travel in excess of 20 minutes.

## 7.2 Ease of Setting Up Day Care Arrangements

Question 7 of the OEO questionnaire requested respondents to rate their ease or difficulty in setting up day care arrangements for their children. (See Table 7-8.) An overall chi-square ($\chi^2$) test of significance between users and non-users was not significant. However, on this item there appears to be more variation between OEO and non-OEO users and among non-users using different types of day care than between the user/non-user classification.

Sixty-eight percent of OEO employees utilizing the OEO Child Development Center reported little or no difficulty in making arrangements. Non-OEO employees utilizing the OEO Day Care Center and users of other day care centers reported the greatest difficulty in making arrangements, although over half of all users rated it "easy" to "fairly easy." Informal arrangements, both in and out of the home, appeared to cause the least difficulty.

Question Q (page 14) of the OEO questionnaire asked if respondents had a relative who could conveniently care for their children. Table 7-9, which presents an analysis of this question, may partially explain the greater ease with which respondents using informal arrangements set up their day care arrangements. Sixty percent (60%) of the respondents using informal at-home care and 69% of those using informal out-of-home care reported availability of relatives who could conveniently care for their children.

Table 7-8. Difficulties of setting up day care arrangements

| Scale of Difficulty | OEO Center Users | | | Comparison Group I | | | | Total |
|---|---|---|---|---|---|---|---|---|
| | OEO Employees | Non-OEO Employees | Sub-total | Formal Arrangement | Informal at Home | Informal Out of Home | Sub-total | |
| Number of respondents | 22 | 21 | 43 | 17 | 10 | 27 | 54 | 97 |
| Difficult | 14% | 24% | 19% | 29% | - | 11% | 15% | 16% |
| Fairly difficult | 18% | 19% | 19% | 12% | 30% | 22% | 20% | 20% |
| Neither difficult nor easy | 14% | 19% | 16% | 18% | - | 11% | 11% | 13% |
| Fairly easy | 27% | 33% | 30% | 23% | 30% | 22% | 24% | 27% |
| Easy | 27% | 5% | 16% | 18% | 40% | 34% | 30% | 24% |
| Total | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |

Table 7-9. Relatives available for child care

| Relatives Available | User Group | | | Comparison Group I | | | | Total |
|---|---|---|---|---|---|---|---|---|
| | OEO Employees | Non-OEO Employees | Sub-total | Formal Arrangement | Informal at Home | Informal Out of Home | Sub-total | |
| Number of respondents | 22 | 21 | 43 | 17 | 10 | 26* | 53 | 96 |
| Yes | 32% | 24% | 28% | 35% | 60% | 69% | 57% | 44% |
| No | 68% | 76% | 72% | 65% | 40% | 31% | 43% | 56% |
| Total | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |

* One respondent in this category did not answer this question.

## 7.3 Respondents' Ratings as to Importance of Various Factors in Choosing Child Care Arrangements

Question 16 of the OEO questionnaire required respondents to rate, on a seven-point scale, the importance of each of 22 factors in choosing a child care arrangement. Using Comparison Group I versus Users of the OEO Day Care Center, chi-square ($\chi^2$) tests were computed for all 22 factors. Twelve factors showed significant differences between users and the comparison group. The average ratings for users and comparison-group respondents on these 12 factors are shown in Table 7-10. All 12 differences are in the same direction; that is, the users rated each of these 12 as more important than the comparison group did. In fact, the average rating given by users over all 22 items in Q.16 was 5.95 as compared to an average rating of 5.42 for Comparison Group I. The three factors showing the largest differences in mean ratings were:

- Men as w[illegible]s women looking after children.
- Within walking distance from work.
- Racially integrated, with children of many backgrounds.

Many of the items in Q.16 are factors which would be difficult to achieve in informal arrangements. All but 16 people in Comparison Group II were using informal arrangements. In making ratings of importance in a situation such as this, respondents may be reluctant to state that factors not present in their current day care arrangements are things they consider to be important in making ideal day care arrangements.

In addition to Question 16, another question was related to the issue of which factors respondents reported to be important in choosing day care. Question 18 of the OEO questionnaire

Table 7-10. Average ratings of users and Comparison Group I non-users on twelve factors relating to factors involved in making day care choices

| SCALE: | Very Important | Somewhat Important | Not at all Important | Don't Know |
|---|---|---|---|---|
| | 7 6 | 5 4 3 | 2 1 | 0* |

| | User | N | Comparison Group I | N |
|---|---|---|---|---|
| C. Open convenient hours | 6.70 | (43) | 6.02 | (51) |
| F. An adult staff that takes the time to tell you how your child is doing | 6.86 | (43) | 6.61 | (54) |
| H. Men as well as women looking after the children | 5.84 | (43) | 4.56 | (54) |
| I. Within walking distance from work | 5.67 | (43) | 3.57 | (53) |
| J. With other children like yours | 5.98 | (43) | 4.92 | (48) |
| K. Where all your children could be together when older ones are not in school | 4.65 | (34) | 4.54 | (50) |
| L. Racially integrated, with children of many backgrounds | 6.53 | (43) | 5.26 | (54) |
| M. Helps children to get along better with each other | 6.86 | (43) | 6.26 | (53) |
| P. Staffed by adults who are well trained | 6.84 | (43) | 6.50 | (54) |
| S. Available year after year | 6.14 | (43) | 5.02 | (54) |
| U. Teaches children how to mind and follow directions | 6.40 | (40) | 6.15 | (52) |
| V. Place that your child is usually eager to attend | 6.70 | (43) | 6.41 | (54) |
| Average rating on all 22 items: | 5.95 | | 5.42 | |

* Average ratings in this table do not include "Don't Know" responses.

required respondents to choose from a list the most important, second most important, and third most important factors in selecting an ideal child care arrangement. The factors on the list were as follows:

A. The cost of the child care.

B. The distance of the arrangement from your home.

C. The distance of the arrangement from your work.

D. Being able to have all your children together.

E. Having only one arrangement so that multiple arrangements are not necessary.

F. The availability of a formal educational program.

G. Being in a home-type arrangement rather than a center.

H. Being in a center-type arrangement rather than a home.

I. Other (please specify).

Table 7-11 presents a tabulation of the factors chosen as first in importance by users and Comparison Group II non-users. All groups except those currently using informal at-home arrangements selected Factor F (the availability of a formal educational program) most frequently. Those non-users presently using informal-at-home arrangements chose Factor F only 20% of the time and chose Factor E (having only one arrangement so that multiple arrangements are not necessary) most frequently (30%).

Using Comparison Group II, these same data were reanalyzed to take account of factors chosen as first, second and third most important. Table 7-12 shows the percent of respondents in each major category who mentioned each factor as the first, second or third most important. In addition, an average

Table 7-11. Factors chosen as most important in selecting ideal child care arrangement by primary arrangement presently used

| Factor | Users | | | Comparison Group I | | | | Total Number |
|---|---|---|---|---|---|---|---|---|
| | OEO | Non-OEO | Sub-total | Other Formal | Informal at Home | Informal Out of Home | Sub-total | |
| Total number of respondents | 22 | 21 | 43 | 17 | 10 | 27 | 54 | 97 |
| A. The cost of the child care | 23% | 10% | 16% | 12% | | 19% | 13% | 14 |
| B. The distance of the arrangement from your home | 5% | | 2% | | 10% | 4% | 4% | 3 |
| C. The distance of the arrangement from your work | | 5% | 2% | 6% | | 4% | 4% | 3 |
| D. Being able to have all your children together | | | | | | | | |
| E. Having only one arrangement so that multiple arrangements are not necessary | 5% | 5% | 5% | 18% | 30% | 7% | 15% | 10 |
| F. The availability of a formal educational program | 64% | 57% | 60% | 65% | 20% | 44% | 46% | 51 |
| G. Being in a home-type arrangement rather than a center | | 10% | 5% | | 10% | 11% | 7% | 6 |
| H. Being in a center-type arrangement rather than a home | | 10% | 5% | | | 4% | 2% | 3 |
| I. Child happy and eager to attend | 5% | 5% | 5% | | 10% | | 2% | 3 |
| J. Staff qualified | | | | | | 7% | 2% | 2 |
| K. Other | | | | | 20% | | 4% | 2 |
| Total | 100% | 100% | 100% | 100% | 100% | 100% | 100% | |

Table 7-12. Percent citing various factors as 1st, 2nd or 3rd most important and average ratings given to the factors based on formula below

| | Users | | Comparison Group II | | Total | |
|---|---|---|---|---|---|---|
| | Percent Citing | Average Rating | Percent Citing | Average Rating | Percent Citing | Average Rating |
| A. The cost of the child care | 65% | 1.16 | 58% | 1.17 | 62% | 1.16 |
| B. The distance of the arrangement from your home | 14% | .26 | 35% | .54 | 25% | .41 |
| C. The distance of the arrangement from your work | 44% | .70 | 17% | .27 | 30% | .47 |
| D. Being able to have all your children together | 7% | .12 | 15% | .25 | 11% | .19 |
| E. Having only one arrangement so that multiple arrangements are not necessary | 33% | .51 | 33% | .75 | 33% | .64 |
| F. The availability of a formal educational program | 93% | 2.35 | 81% | 1.92 | 87% | 2.12 |
| G. Being in a home-type arrangement rather than a center | 14% | .30 | 23% | .44 | 19% | .37 |
| H. Being in a center-type arrangement rather than a home | 16% | .35 | 15% | .23 | 15% | .27 |
| Number of respondents | 43 | | 48 | | 91 | |

Formula for computing average ratings:

Rating = (3 x # citing factor as most important +,
2 x # citing factor as 2nd most important +,
1 x # citing factor as 3rd most important +,
0 x # not citing factor) ÷ by total number responding to question.

rating for each factor was computed by assigning a score of 3 for each first choice, 2 for each second choice, and 1 for each third choice and then dividing by the total number of respondents. (This procedure essentially gives a weight of 0 to those persons not mentioning the factor.) These ratings are also shown in Table 7-12.

The largest differences occurred between users and non-users on the distance of the arrangement from home and the distance of the arrangement from work. As might be expected, fewer users (14%) than non-users (35%) mentioned distance from home, while more users (44%) than non-users (17%) mentioned distance from work.

There is also a noticeable difference between the two groups in the average rating assigned to the availability of a formal educational program. While a high percentage of both groups cited it as one of the three most important factors, users were more apt to rate it first (see Table 7-11) and therefore produced a higher average rating.

## 7.4 Cost as a Factor in Making Day Care Decisions

Cost has been cited a number of times in earlier sections as a factor frequently mentioned by respondents as important to their choice of day care. This section attempts to explore the issue of cost more fully. Section 8, Trade-offs of Key Factors, discusses the relative importance of cost, program and convenience.

Q.13 and 14 of the OEO questionnaire required users to indicate how much their family would be able to spend each week for all children and how much they now spend each week for all children. Table 7-13 presents an analysis comparing the responses to these

Table 7-13A. Comparison of reported ability to pay vs. costs actually incurred for day care -- Users

| Reported Ability to Pay for All Children | Pay Weekly for All Children | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | Nothing | Less Than $10 | $10- 14.99 | $15- 19.99 | $20- 24.99 | $25- 29.99 | $30- 39.99 | $40- 49.99 | $50 or More | Don't Know | Total |
| Nothing | $\boxed{0}$ | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Less than $10.00 | 0 | $\boxed{4}$ | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 5 |
| $10.00 - $14.99 | 0 | 2 | $\boxed{1}$ | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 |
| $15.00 - $.9.99 | 0 | 2 | 5 | $\boxed{5}$ | 0 | 0 | 2 | 0 | 0 | 0 | 14 |
| $20.00 - $24.99 | 0 | 0 | 4 | 0 | $\boxed{1}$ | 0 | 0 | 1 | 0 | 0 | 6 |
| $25.00 - $29.99 | 0 | 0 | 0 | 3 | 0 | $\boxed{3}$ | 1 | 1 | 0 | 0 | 8 |
| $30.00 - $39.99 | 0 | 0 | 0 | 1 | 0 | 1 | $\boxed{0}$ | 0 | 1 | 0 | 3 |
| $40.00 - $49.99 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | $\boxed{0}$ | 0 | 0 | 1 |
| $50.00 or more | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | $\boxed{0}$ | 0 | 2 |
| Don't know | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| Total | 0 | 8 | 10 | 10 | 2 | 4 | 6 | 2 | 1 | 0 | 43 |

Table 7-13B. Comparison of reported ability to pay vs. costs actually incurred for day care -- Comparison Group II

| Reported Ability to Pay for All Children | Pay Weekly for All Children | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | Nothing | Less Than $10 | $10-14.99 | $15-19.99 | $20-24.99 | $25-29.99 | $30-39.99 | $40-49.99 | $50 or More | Don't Know | Total |
| Nothing | $\boxed{2}$ | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| Less than $10.00 | 0 | $\boxed{0}$ | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| $10.00 - $14.99 | 2 | 0 | $\boxed{0}$ | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 3 |
| $15.00 - $19.99 | 0 | 0 | 1 | $\boxed{3}$ | 0 | 1 | 1 | 0 | 0 | 0 | 6 |
| $20.00 - $24.99 | 2 | 0 | 2 | 1 | $\boxed{7}$ | 0 | 0 | 1 | 0 | 0 | 13 |
| $25.00 - $29.99 | 0 | 0 | 0 | 1 | 1 | $\boxed{2}$ | 0 | 2 | 0 | 0 | 6 |
| $20.00 - $39.99 | 0 | 0 | 0 | 0 | 0 | 1 | $\boxed{2}$ | 0 | 1 | 0 | 4 |
| $40.00 - $49.99 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | $\boxed{1}$ | 0 | 0 | 2 |
| $50.00 or more | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | $\boxed{7}$ | 1 | 9 |
| Don't know | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 2 |
| Total | 6 | 0 | 3 | 5 | 9 | 7 | 4 | 4 | 8 | 2 | 48 |

two questions. The entries enclosed in boxes represent those persons who are now paying approximately what they say they are able to pay. Ignoring those persons who gave a "Don't know" response on either question, 14 of the 42 users (33%) and 24 of the 45 comparison group respondents (53%) are enclosed in boxes, and may thus be thought of as paying approximately what they feel they are able to pay. All numbers to the left and below the diagonal represent persons paying less than they say they are able to pay (50% of the users; 29% of the non-users). All numbers to the right and above the diagonal indicate persons paying more than they feel they are able (17% of the users; 18% of the non-users). In summary, then, more users than non-users pay less than they feel they are able, while more non-users pay about what they feel they are able.

In Section 7.1 the reasons non-users gave for not using the OEO CDC were discussed and cost was one of the reasons frequently cited. Table 7-14 presents an analysis of the monthly cost respondents are presently paying for that child which is in day care the largest number of hours versus what they would pay monthly for one child at the OEO CDC center.[1] Complete data was available for 45 non-users on present cost and family income (needed to determine cost that would be paid at the OEO CDC). For each respondent, the cost was based on a child in full-time day care; one child was in day care 30-39 hours a week, the rest for 40 hours or more.

Of the 45 persons included in the analysis, five (11%) are paying now approximately what they would pay at the OEO CDC. These 5 are enclosed in boxes in Table 7-14. All persons shown

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[1] Respondents reported cost data in weekly figures. These costs were multiplied by 4.3 for purposes of comparing them to the OEO CDC monthly fee schedule.

Table 7-14. Cost now paid for child in day care the greatest number of hours vs. cost that would be paid for one child at OEO center

| Now Paying Monthly* | Would Pay Monthly at OEO | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | $17.33 | $30.33 | $47.66 | $60.66 | $78.00 | $91.00 | $112.50 | $121.33 | $130.00 | No response on income | Total |
| Nothing | | | 2 | 1 | 1 | | 1 | | | 1 | 6 |
| Up to $17.33 | $\boxed{0}$ | | | | | | | | | | 0 |
| $17.34 to $30.33 | | $\boxed{0}$ | | | | | | | | | 0 |
| $30.34 to $47.66 | | | $\boxed{1}$ | 1 | | | | 2 | | | 4 |
| $47.67 to $60.66 | | | | $\boxed{1}$ | | 1 | | 1 | | | 3 |
| $60.67 to $78.00 | | 1 | 3 | | $\boxed{0}$ | | 1 | 2 | 2 | 1 | 10 |
| $78.01 to $91.00 | | 1 | 2 | | | $\boxed{1}$ | | 3 | | | 7 |
| $91.01 to $112.50 | | | | 1 | | | $\boxed{2}$ | 2 | 4 | | 9 |
| $112.51 to $121.33 | | | | | | | | $\boxed{0}$ | | | 0 |
| $121.34 to $130.00 | | | | | | | | | $\boxed{0}$ | | 0 |
| More than $130.00 | | | | | | | | 1 | 7 | | 8 |
| No response on current cost | | | | | | | | | 1 | | 1 |
| Total | 0 | 2 | 8 | 4 | 1 | 2 | 4 | 11 | 14 | 2 | 48 |

* Cost data were reported by respondents in weekly figures. Monthly rates were computed by multiplying the weekly figures by 4.3.

to the right and above the diagonal formed by the boxes would pay more at the CDC than they do now -- 24 of the 45, or 53%. All persons to the left and below the diagonal pay more now than they would at the CDC -- 16 out of 45 or 36%. This includes several paying considerably more than they would pay at the CDC. For example, of the eight persons currently paying more than $130 a month, the range of current monthly costs is from $134.37 to well over $400 a month, with 4 of the 8 paying more than $300 a month. Six of these eight persons have informal at home arrangements. One has a formal arrangement and one an informal out-of-home arrangement.

Of the twenty-four persons who pay less now than they would at the OEO CDC, it should be noted that 6 of them have current day care arrangements which have no cost associated with them. Sixteen of the twenty-four persons who pay less now than they would at OEO CDC fall in the two highest income categories on the OEO fee schedule -- ten of them fall in the range from $17,500 - $20,000 (fee of $121.33) and six in the over $20,000 range (fee of $130.00).

Returning for a moment to the analysis of reasons for not using the center given in Section 7.1, 14 of the 48 respondents in Comparison Group II cited "too expensive" as a primary reason for not using the CDC. Data on current costs and income are available for 12 of these. Table 7-15 shows a comparison of their current costs to the charges they would pay at the center, by income level.

Two of the twelve pay more for their current arrangements than they would pay at the OEO CDC for one child. Both of these respondents have 3 preschool children and may find it less expensive to arrange day care for all three children elsewhere. Another explanation may be that their response should be interpreted

Table 7-15. Current monthly costs for one child in full-time day care vs. hypothetical cost at OEO CDC for 12 non-users citing cost as reason for not using center, by income level

| Income Level | Number of Respondents | Would Pay at OEO | Paying Now |
|---|---|---|---|
| Under $8,500 | 2 | $47.66 | $43.00, $75.25 |
| $8,500 - $10,499 | 1 | $60.66 | $51.60 |
| $10,500 - $14,999 | 1 | $91.00 | $51.60 |
| $15,000 - $19,999 | 4 | $112.50 - $121.33 | Nothing; $55.90; $64.50 and $86.00 |
| Over $20,000 | 4 | $130.00 | $73.10; $77.40; $107.50; and $180.60 |

to mean that the center is too expensive compared to other more convenient kinds of day care.

Of the other 10, one currently pays nothing and the remaining nine show payments ranging from about 40% to 90% of the amount they would be charged at the OEO CDC.

Eighty-three percent of the respondents finding CDC "too expensive" pay an average of 61% of the CDC fees. In general, it would appear that respondents in the lower income levels tend to pay a proportionately higher percentage of the CDC fee than do those in the upper income levels.

Another way of looking at the issue of respondents' attitudes toward day care costs is to examine the amount people report they are able to pay as a percentage of their income. To do this, respondents were grouped by income category, the amount each said she was able to pay weekly for all children (Q.13, OEO questionnaire) was annualized (multiplied by 52) and this was divided by the reported family income.[1] The average of these percentages for each income group is shown in Table 7-16. Overall, users and non-users say they are able to pay about 11% and 10% of their income, respectively, for day care. There is a tendency for the percent of income persons say they are able to pay to decrease with increased income. However, this is largely caused by the difference between the lowest income group ($4,000 - $8,599), who are willing to pay 14% - 15%, and the other three groups combined. In other words, the differential is not noticeable across the full-range of income but only when comparing the lowest income group to all others.

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[1] Actually we did not have exact income data, since Question S of the Statistical Section of the OEO questionnaire required respondents to indicate a range of income. For purposes of the analysis described here, the midpoint of the range was taken. For the category "$20,000 or more," the "midpoint" was arbitrarily set at $30,000. It should be noted that three persons in Comparison Group II gave responses of over $100 as their ability to pay. However, the card format allowed for only amounts up to $99.99; in this analysis, these three persons were treated as having reported $100 as their ability to pay.

Table 7-16 Average amount respondents say they are able to pay annually for day care for all children, by income level.

| Income | USERS |  |  |  | COMPARISON GROUP II |  |  |  |
|---|---|---|---|---|---|---|---|---|
|  | Number of Respondents |  | % of Income |  | Number of Respondents |  | % of Income |  |
| $4,000-5,499 | 1 |  | 8.3% |  |  |  |  |  |
| $5,500-6,999 | 6 |  | 12.5% |  | 2 |  | 17.4% |  |
| $7,000-8,499 | 8 |  | 16.6% |  | 8 |  | 14.0% |  |
| Subtotal: Up to $8,499 |  | 15 |  | 14.4% |  | 10 |  | 14.7% |
| $8,500-10,499 | 12 |  | 9.6% |  | 4 |  | 12.3% |  |
| $10,500-11,999 | 3 |  | 10.8% |  | 1 |  | 0.0% |  |
| Subtotal: $8,500-11,999 |  | 15 |  | 9.9% |  | 5 |  | 9.8% |
| $12,000-14,999 | 5 |  | 12.4% |  | 2 |  | 8.6% |  |
| $15,000-17,499 | 2 |  | 4.8% |  | 4 |  | 9.2% |  |
| $17,500-19,999 | 1 |  | 8.3% |  | 11 |  | 6.4% |  |
| Subtotal: $12,000-19,999 |  | 8 |  | 10.0% |  | 17 |  | 7.3% |
| $20,000 or more | 4 |  | 4.6% |  | 12 |  | 9.4% |  |
| Subtotal: $20,000 or more |  | 4 |  | 4.6% |  | 12 |  | 9.4% |
| TOTAL* |  | 42 |  | 11.0% |  | 44 |  | 9.9% |

*One user and four non-users had incomplete data on income and/or reported ability to pay.

# 8. TRADE-OFFS AMONG THE KEY FACTORS

In the last chapter, the responses to a number of questions concerning what respondents report to be important in making day care arrangements were analyzed. In addition to the questions in which respondents were asked to rate the importance of various factors, there were a few questions in the interview which attempted to "pit" one factor against another by asking respondents to indicate the tradeoffs of the first factor vs. the second.

In this chapter, we discuss the responses to these "trade-off" questions and try to relate them wherever possible to the results of Chapter 7.

## 8.1 Reported Importance of Formal Program vs. Cost vs. Closeness to Home or Work

Questions 17A, B and C of the OEO questionnaire required respondents to choose between cost and closeness to home or work; between formal program and closeness to home or work; and between formal program and cost as being more important in choosing an ideal child care arrangement. Table 8-1 shows the results of this question for users and Comparison Group II.

There are six logical patterns of response to these three questions. For example, if a respondent says in 17A that cost is more important than closeness and in 17B that closeness is more important than formal program, then logically he cannot choose formal program over cost in 17C. Table 8-1 lists each of the 6 logical patterns of response plus a category for respondents who did not respond to one or more of the items and a category for persons who gave inconsistent or illogical responses as defined above.

Table 8-1. Relative importance of cost vs. formal program vs. closeness in choosing ideal child care arrangement

| Pattern of Choice | Users | | Comparison Group II | |
|---|---|---|---|---|
| Number of respondents | 43 | | 48 | |
| Cost > Formal Program > Closeness | 7% | 12% | 15% | 15% |
| Cost > Closeness > Formal Program | 5% | | 0% | |
| Formal Program > Closeness > Cost | 37% | 77% | 42% | 69% |
| Formal Program > Cost > Closeness | 40% | | 27% | |
| Closeness > Formal Program > Cost | 0% | 0% | 0% | 4% |
| Closeness > Cost > Formal Program | 0% | | 4% | |
| One or more no response | 7% | 12% | 10% | 12% |
| Inconsistent pattern of response | 5% | | 2% | |
| Total | 100% | 100% | 100% | 100% |

In the second and fourth columns of Table 8-1, the 6 patterns have been combined into 3 based on the single most important factor. Thus, the first entry in the second column indicates that 12% of the users picked one of the two patterns in which cost was the most important.

Seventy-seven percent (77%) of the users responded using one of the two patterns in which formal program was most important. Within this group, they were about evenly split on cost and closeness to home or work as second choice. Sixty-nine (69%) of the comparison group chose one of the two patterns in which formal program was most important. Within this group, considerably more chose closeness (42%) than cost (27%) as second most important.

Twelve percent (12%) of the users and 15% of the comparison group chose one of the patterns in which cost was most important. None of the users and only 2 of the nonusers chose a pattern with closeness to home or work in first place.

These findings are fairly consistent with those reported in Table 7-11, which shows what factors respondents selected as most important from a list of eight factors in Q.18. Formal program was picked most frequently by both users and Comparison Group I members (60% and 46%, respectively). For users, cost was the second most frequently chosen factor (16%). However, two users named distance from home or work as most important in Q.18 whereas none of them selected closeness over cost and formal program in Q.17.

In Table 7-11 cost of care is the third most important factor (13%) for Comparison Group I. (Their second choice had to do with having only one arrangement for all children.) Distance from home or work was most important to only 8% of Comparison Group I.

A further note on the issue of closeness to home or work -- Q.41 of the OEO questionnaire asked both users and nonusers if they would prefer the OEO CDC to be located elsewhere. Sixty-three percent (63%) of the users and fifty-two percent (52%) of Comparison Group I said they liked the present location.

About equal proportions of both groups -- 21% of the users, 22% of Comparison Group I -- said they would prefer it closer to home. Sixteen percent (16%) of the users and 19% of Comparison Group I said they would prefer it in some location other than near home. Seven percent (7%) of Comparison Group I respondents had no opinion on its location.

## 8.2 Reported Importance vs. Actual Behavior

Using response patterns to Questions 17A, B and C, comparisons were made of the factors respondents say are important vs. certain of their behaviors in making day care arrangements. Throughout this section, where nonuser data are reported, it pertains to the arrangement used for the greatest number of hours for the child in day care the greatest number of hours.

Two persons in Comparison Group II named closeness to home or work as the most important factor in arranging day care. Looking at their primary day care arrangement, one has an at-home arrangement and the other has an arrangement that the child walks to.

Twenty persons in Comparison Group II gave closeness as the second most important factor. Four (4) of these use at-home arrangements. Three (3) have arrangements to which their children walk, while six (6) others have arrangements which take less than 10 minutes to reach. Of the remaining seven (7), four have arrangements taking 11-20 minutes, one (1) falls in the category 21-30 minutes and two travel more than 30 minutes.

Respondents were asked how much extra they would be willing to pay each week to have the arrangement they were using within walking distance of home. Looking first at Comparison Group II, the one person who rated closeness most important indicated a willingness to pay $2-3 more per week to have the arrangement with walking distance.

Of the 13 non-users and 18 users who rated closeness second, the responses were as follows:

| Persons Rating Closeness Second: Extra Amount Willing to Pay Weekly to Have Current Arrangement Within Walking Distance | Users | Comparison Group II |
|---|---|---|
| Nothing more | 9 | 10 |
| <$2 or more | 0 | 0 |
| $2-$3 more | 2 | 0 |
| $4-$5 more | 2 | 1 |
| $6-$7 more | 1 | 1 |
| $8-$9 more | 1 | 1 |
| More than $16 more | 1 | 0 |
| No response | 2 | 0 |
| Total | 18 | 13 |

The overwhelming majority of nonusers rating closeness second in importance would pay nothing more to have the arrangement within walking distance, while about one-half the users rating closeness second would pay at least something. Considering that all of the 13 persons shown in the right-hand column above rated cost third, after closeness, it is surprising that 10 of them are not willing to pay even a small amount more to have an arrangement within walking distance.

Questions 20 and 37 of the Preschool Questionnaire pertained to the amount of educational activity in the child care arrangement. Thirty-three persons in Comparison Group II gave responses indicating that formal program was more important to them than the other two factors. Of these, about half (16) answered yes to Q.20 or 37, indicating their arrangement provided educational activity. Of the remaining 17, six (6) use at-home arrangements and were not questionned on this matter while eleven (11) report no educational activities. The records for the six who use at-home arrangements were examined to determine if they were using any kind of secondary arrangement involving a formal program, but none of the six reported a secondary arrangement for their preschool child.

Respondents who used out of home arrangements which had no educational component were asked how much more they would be willing to pay to have educational activities (see Q.22 and 39 of the Preschool Questionnaire). Looking at the eleven (11) persons who rated formal program as most important but reported no educational activity, their responses were as follows:

| Extra Amount Willing to Pay Weekly to Obtain Educational Program | Number of Respondents |
|---|---|
| Nothing more | 5 |
| \$1-\$3 more | 2 |
| \$4-\$5 more | 1 |
| More than \$16 | 2 |
| No response | 1 |
| Total | 11 |

Thus, about half of the persons reporting formal program as most important and as currently lacking in their arrangements are not willing to pay anything more to obtain educational features, and about 70% are willing to pay less than \$4.00. The distribution of responses shows a pile-up at the bottom with two "outliers" in the "more than \$16.00" category. This pattern (most respondents mentioning small amounts but a few respondents giving large amounts) was observed in the response pattern to every question in the interview which inquired how much more or less respondents would pay for various features. It is assumed that these few "outliers" resulted when respondents indicated how much they would be willing to pay in total rather than additionally.

Respondents whose arrangements included an educational component were asked how much less they would expect to pay if there were no educational activities (see Questions 21 and 38 of the Preschool Questionnaire). There were 33 users and 15 nonusers who were asked Q.21 or 38 and who felt that formal program was the most important factor of the three. The results for these persons were as follows:

| Amount Expect to Pay Less Each Week if No Educational Component | Users | Comparison Group II |
|---|---|---|
| Nothing less | 9 | 3 |
| Up to $5 less | 9 | 4 |
| $6-$11 | 9 | 5 |
| $12-$15 | 2 | 3 |
| No response | 4 | 0 |
| Total | 33 | 15 |

About one-fourth of the users and one-fifth of the nonusers placing formal program first indicate they would not expect to pay less if there was no educational component in their day care arrangement. While the user group reported proportionately smaller dollar amounts, it should be remembered that they pay somewhat lower rates to begin with.

Five users and seven persons in Comparison Group II reported that cost was the most important factor to them. The actual weekly costs paid by these people for one child are as follows:

| Current Weekly Costs For One Child | Users | Comparison Group II |
|---|---|---|
| Nothing | 0 | 2 |
| Up to $5 | 0 | 0 |
| $6-$10 | 2 | 2 |
| $11-$15 | 1 | 0 |
| $16-$20 | 0 | 3 |
| More than $20 | 2 | 0 |
| Total | 5 | 7 |

Although the numbers are small it appears that about half the persons who are concerned about cost have managed to arrange fairly inexpensive day care, while the others are paying costs which seem about average.

Six of the members of Comparison Group II who indicated that cost was the most important factor for them used out-of-home arrangements. Questions 16A and 33A of the Preschool Questionnaire asked respondents using out-of-home arrangements how far they would be willing to go if the arrangement were free. The responses for these six persons were as follows:

| Distance Willing to Travel to Obtain Free Day Care | Number of Respondents |
|---|---|
| <5 minutes | 0 |
| 5-10 minutes | 1 |
| 11-15 minutes | 3 |
| 16-20 minutes | 0 |
| More than 20 minutes | 2 |
| Total | 6 |

All 6 of these respondents rated formal program second and closeness third. Yet only 2 of them are willing to travel more than 15 minutes to get free day care.

Five users also showed a pattern of response indicating cost to be the most important factor. Four of them indicated a willingness to travel more than 20 minutes if the arrangement were free, while one responded in the 11-15 minute range.

In summary, then, if one examines respondents' actual behavior in setting up day care, and the amounts respondents say they are willing to pay to obtain various features in their day care arrangements, one finds that these do not always correspond to attitudinal behavior (i.e., abstract judgments concerning relative importance of various aspects of day care). About half of the respondents who say formal education is the most important feature in day care do not use day care with any educational component. A small group of respondents naming cost as the most important factor to them were asked how far they would be willing to travel to obtain free day care and most of them are not willing to travel very far at all. Of thirteen respondents who rated closeness second in importance and cost third, ten are not willing to pay anything more to have an arrangement within walking distance. These and other inconsistencies would lead one to be cautious in attempting to predict behavior from attitudinal data concerning what factors are important to parents in making day care arrangements.

## 8.3 Cost vs. Distance

In addition to the comparison of reported importance of cost and distance discussed in the last section, the actual cost paid for day care was compared to the distance actually travelled. For users, the weekly cost and distance were taken from the record of the youngest child in the center. For Comparison Group II, the data were taken from the record for the child spending the greatest number of hours in day care. In both cases, the distance data was taken from the question, "How much time does it take ___(Name)___ to get there?" (Q.14 and 31 of the Preschool Questionnaire). Persons who had indicated that their children walked to the arrangement (Q.10 and Q.27 of the Preschool Questionnaire) are also shown in the results, as are those using at-home arrangements.

Table 8-2 presents the analysis of cost vs. distance. There appears to be a moderate tendency for those paying lower fees to travel further than those in the highest fee category. This may be partly an artifact of the location of the center in Northwest Washington, D. C.

Table 8-2. Weekly costs vs. distance travelled for child care

A. Users: weekly cost for youngest child in Center

| Distance to Center | Less Than $10 | $10-$15 | $16-$20 | $21-$25 | $25-$32 | Total |
|---|---|---|---|---|---|---|
| Walks | 1 | 0 | 0 | 1 | 2 | 4 |
| Less than 5 min. | 0 | 1 | 0 | 0 | 1 | 2 |
| 5-10 min. | 1 | 0 | 0 | 0 | 0 | 1 |
| 11-20 min. | 3 | 3 | 0 | 2 | 2 | 10 |
| 21-30 min. | 4 | 4 | 0 | 1 | 0 | 9 |
| More than 30 min. | 5 | 7 | 3 | 1 | 1 | 17 |
| Total | 14 | 15 | 3 | 5 | 6 | 48 |

Table 8-2. Weekly costs vs. distance travelled for child care (Continued)

B. Non-users: weekly cost for child in day care greatest number of hours

| Distance | Nothing | Less Than $10 | $10-$15 | $16-$20 | $21-$25 | $25-$32 | More Than $32 | No Response | Total |
|---|---|---|---|---|---|---|---|---|---|
| At home | 2 | 0 | 1 | 0 | 1 | 1 | 5 | 0 | 10 |
| Walks | 1 | 1 | 1 | 0 | 1 | 0 | 1 | 1 | 6 |
| Less than 5 min. | 0 | 0 | 1 | 5 | 1 | 0 | 0 | 0 | 7 |
| 5-10 min. | 0 | 0 | 2 | 4 | 2 | 0 | 1 | 0 | 9 |
| 11-20 min. | 2 | 1 | 2 | 2 | 4 | 0 | 0 | 0 | 11 |
| 21-30 min. | 1 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 3 |
| More than 30 min. | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 2 |
| Total | 6 | 2 | 7 | 15 | 9 | 1 | 7 | 1 | 48 |

For non-users, the data are very scattered. The greatest range on cost is found for those using in-home care. Most of the people paying more than $25 a week have day care located close to home, but so do half the people paying less than $15 a week, including those paying nothing.

# 9. A COMPARATIVE ANALYSIS OF THE OEO CHILD CARE DEVELOPMENT CENTER WITH THE HEW AND DOL CENTERS AND DAY CARE CENTERS SAMPLED NATIONALLY

Several recent studies provide a basis for comparison of our findings with those of others. Included in this category are the national day care survey conducted for OEO in 1970, the Massachusetts Early Education Project of 1972, and the evaluations of DOL and HEW/SRS-sponsored day care centers.[1]

Since each study has a somewhat different form as well as varying methods and scales for reporting data, little statistical detail is possible, and most of the comparisons must be general in nature.

## 9.1 Characteristics of Day Care Centers

The national study of day care centers divides day care facilities into three categories, as shown in Table 9-1.

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[1] Day Care Survey, 1970, Evaluation Division, Office of Economic Opportunity, April, 1971.

Child Care in Massachusetts, The Public Responsibility, a study for the Massachusetts Advisory Council on Education, February 1972.

Final Report on DOL Day Care Center, December 1971.

Evaluation of the HEW Day Care Center, Thiokol Chemical Corporation, September 1972.

Table 9-1. Categories of Day Care Facilities, National Sample

| Category | Percent |
|---|---|
| A. Custodial Day Care | 26.3% |
| B. Educational Day Care | 48.4% |
| C. Developmental Day Care | 25.3% |
| Total | 100.0% |

Approximately 61% of all centers are proprietary, and these centers generally derive about 99% of their support from parent fees.

As shown in Table 9-2, Type C centers tend to be larger, to serve more minority children, and to be operated more often by a nonproprietary organization than Type A and B centers.

Although all three of the government-sponsored centers fall into the developmental day care category of the national sample and are thus to be compared with Type C centers, they vary from normal patterns by being both proprietary and subsidized. All three also show appreciably larger percentages of minority group children than the national sample of Category C centers. It should be noted, however, that the OEO Center shows a far better racial balance than do HEW or DOL. The DOL evaluation in particular notes some concern for the effects of the racial imbalance of its enrollment, stressing the need for positive measures to establish a better racial mixture.

Table 9-2. General Profile of Day Care Centers

| General Characteristics | National Sample | | | HEW Center | DOL Center | OEO Center |
|---|---|---|---|---|---|---|
| | Category A | Category B | Category C | | | |
| Number of children per center | 33 | 49 | 52 | 64 | 50 | 50 |
| Percent of children full day | 84% | 64% | 80% | 100% | NA | 100% |
| Percent of children under 2 years | 9% | 2% | 0% | 0% | NA | 0% |
| Percent of minority group children | 45% | 34% | 61% | 83% | 96% | 72% |
| Percent proprietary | 79% | 68% | 17% | Yes* | Yes* | Yes* |

* Throughout this chapter, when comparisons are made on dichotomous variables between the OEO and HEW Centers and the national sample centers, "yes" or "no" will be used to indicate the presence or absence of a characteristic at the OEO, DOL, and HEW Centers.

## 9.2 Characteristics of Parents

As seen in Table 9-3, Category C centers show more one-parent households than do A and B centers. The ratio of one- to two-parent families is considerably greater for the HEW Center than for the Category C national sample. The OEO Center ratio is double that of the Category C centers, as well as considerably higher than the ratio of the HEW Center. No comparable data is available for the DOL Center.

### 9.2.1 Family Incomes

Data on family incomes have been gathered on different scales, and furthermore, because of differences in time of data collection during an inflationary period, do not permit accurate comparisons. It would appear, however, that total family income of OEO Center users may be somewhat higher than that of the other government-sponsored Center users.

### 9.2.2 Education of Parents

Data on education, while not available for the national sample, may be compared with users of the HEW Center (Table 9-4).

The level of education of OEO Center users is considerably higher than that of HEW Center users, with 65 percent of OEO versus only 34 percent of HEW Center users having at least some college. This probably explains, at least in part, the higher income levels of the OEO Center users.

Table 9-3. Ratio of One-Parent to Two-Parent Households, by Category of Day Care Center

| General Characteristics | National Sample | | | HEW Center | OEO Center |
|---|---|---|---|---|---|
| | Category A | Category B | Category C | | |
| Ratio of one- to two-parent households | .33 | .37 | .93 | 1.38 | 1.86 |

Table 9-4. Comparison of Respondent Education, OEO Center and HEW Center

| Education Level Completed | OEO Center Users | HEW Center Users |
|---|---|---|
| High school incomplete | 2% | 4% |
| High school graduate | 33% | 62% |
| Some college | 44% | 26% |
| College graduate | 9% | 8% |
| Graduate or professional school | 12% | -- |

## 9.3 Satisfaction with Day Care Centers: OEO Center vs. HEW and DOL Centers

Users at all three of the federal centers appears to be generally satisfied with their day care arrangements, although some dissatisfaction is expressed with particular local conditions. Almost all users of the OEO and DOL Centers noted that their children tend to be happy at their centers.

HEW Center parents are most satisfied with the convenience of their arrangement, which was attributed primarily to reduced transportation problems. On the other hand, DOL Center users find transportation one of their bigger problems. The DOL users greatest area of satisfaction was the fact that their children were well-cared for, usually at a lower cost than similar facilities. They also appreciate the additional services, such as health and educational programs, available there. HEW Center parents are also impressed with the educational benefits of their center program, although it was easily mentioned as a selection criterion.

OEO Center parents rate the formal education program as the most important factor in their child care arrangements and their source of greatest satisfaction.

## 9.4 Factors of Importance in Choosing Child Care Arrangements: Government-Sponsored Centers and Massachusetts Parents

In comparing the Massachusetts child care study to the evaluations of the three government-sponsored centers, it must be remembered that the Massachusetts study involves a sample of the general population of parents in Massachusetts whereas the evaluation studies involve special purpose samples. In other words, we are comparing two different types of samples drawn from two different geographic locations.

In general, Massachusetts, parents want child care that is:

- Free, or inexpensive, relative to their budget;
- near their homes, especially if they have several children;
- at the right hours for the right length of time; and
- of the "right" kind, with respect to sponsorship, facilities, program, personnel.[1]

Forty-seven percent of Massachusetts families with young children mention "close to home" as one of the three most important factors in a child care arrangement. Given the choice of ideal child care located next door at $15 per week, or free but located one-half hour away, 58% chose "next door at $15." In addition, 28% of those who chose "free and one-half hour away" believe that generally, closeness is more important than cost in selecting child care.

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[1] Child Care in Massachusetts, The Public Responsibility, ibid.

Convenience to work was the primary selection factor for HEW Center users, but cost was the first consideration for users at the DOL Center. Location of the center and transportation to it were the most frequently mentioned reasons for not using the DOL Center, accounting for slightly over half the responses to this question by eligible DOL non-users. Cost was the next most frequently mentioned reason for non-use (16%).

A formal educational program was given top importance by most OEO Center users, followed by cost of care. Of those users selecting cost as the most important factor, all were willing to travel at least 15 minutes for free care and four-fifths were willing to travel more than 20 minutes for free care. Closeness was not rated first by any OEO user, although 4% of the non-users of Comparison Group I called it the most important factor.

### 9.4.1 Fee Schedules: HEW and DOL Centers vs. OEO Center

At both DOL and OEO, cost as a deterrent appears to be more important in the upper income and grade levels. All three of the federal centers discussed here operate on a fee scale based on total family income. HEW and DOL utilize the same scale, ranging from an annual fee of $52 (for incomes from $1,000 - $4,000) to $1,560 (for incomes above $17,000). OEO Center fees range from $208 (for incomes of $4,000 - $5,499) to the same high of $1,560 (for incomes above $20,000). A comparison of fee schedules is shown in Table 9-5.

Table 9-5. Fee Schedules: Comparing HEW-DOL Center Fees with OEO Center

| Total Family Income | Annual Fee | |
|---|---|---|
| | HEW and DOL | OEO |
| $1,000 - $4,000 | $ 52 | $ 208 |
| $4,000 - $5,000 | 156 | 208 |
| $5,000 - $5,500 | 208 | 208 |
| $5,500 - $6,000 | 208 | 364 |
| $6,000 - $7,000 | 250 | 364 |
| $7,000 - $8,000 | 364 | 572 |
| $8,000 - $8,500 | 416 | 572 |
| $8,500 - $9,000 | 416 | 728 |
| $9,000 - $10,000 | 468 | 728 |
| $10,000 - $10,500 | 572 | 728 |
| $10,500 - $11,000 | 572 | 936 |
| $11,000 - $12,000 | 676 | 936 |
| $12,000 - $15,000 | 936 | 1,092 |
| $15,000 - $17,000 | 1,216 | 1,350 |
| $17,000 - $17,500 | 1,560 | 1,350 |
| $17,500 - $20,000 | 1,560 | 1,456 |
| Over $20,000 | 1,560 | 1,560 |

As may be noted, the OEO schedule shows higher fees up to an income of $17,000, where they are further scaled up to the maximum rate at incomes above $20,000. HEW and DOL charge the maximum fee for all incomes above $17,000.

In the DOL evaluation report of December 1971,[1] a reduction of fees for all incomes above $8,000 was proposed, with the maximum fee lowered to $1,040, in an attempt to make the DOL Center's fee scale more competitive with other centers in the area.

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[1] Final Report on DOL Day Care Center, op. cit.

# APPENDIX A

## SAMPLE DESIGN

The primary purpose of the sample design was to develop a sample of OEO employees who do not use the OEO Child Development Center. This sample provided a comparison group or control against which to contrast the employees using the OEO Child Development Center. All of this latter group, Center users, were included for interviewing. The purpose of this appendix is to describe in detail the sampling procedures used to select the comparison group of non-users.

In February, 1972, OEO conducted a census of all employees located in Washington, D. C., to collect certain basic data on the potential use of a day care center. Questionnaires were sent to approximately 1,100 employees resulting in 728 usable responses. The respondents were classified into groups useful in considering the potential demand for day care. Results of this OEO census are shown in Table A-1. Numbers in this table differ slightly from figures provided originally by OEO, but were based on Westat's classification of the respondents to the OEO census.

The sample design for the Westat survey of OEO employees not using the Center was developed to draw representative samples from each of the six cells classifying parents shown in Table A-1. In addition, a sample of the nonrespondents to the OEO census was selected to supplement the original respondents. The original 328 nonrespondents, included 201 male employees and 127 females. Between February and June 80 new employees joined OEO and were added to the list of nonrespondents raising the total to 408 employees. The 80 new employees consisted of 29 males and 51 females. Because the primary purpose of this sample was to screen

Table A-1. Results of OEO Census-February, 1972

| Parent Category | Spouse At Home | No Spouse At Home | Total |
|---|---|---|---|
| Preschool only | 26 | 43 | 69 |
| School-age only | 44 | 50 | 94 |
| Both ages | 35 | 31 | 66 |
| No children under 15 years | | | 503 |
| Total usable respondents | | | 732 |
| Nonrespondents[1] | | | 328 |
| Total OEO employees | | | 1,060 |

[1] Includes some unusable responses.

previous nonrespondents and new employees as potential users of day care, it was decided to oversample females. A systematic sample of 73 females was selected from the list of 178 and a sample of 37 males was drawn systematically from the list of 230 males. The 110 employees were screened by telephone in order to classify them into the parent categories as potential respondents. The results of the screening interviews are given in Table A-2.

The 17 employees with no spouse at home shown in Table A-2 were selected for interviewing. The remaining 11 individuals who responded to the screening were added to the list of respondents to the earlier OEO census. Users of the OEO Center were identified and removed from the lists to be included for interviewing with certainty. The resulting sampling frame for selection of non-users is shown in Table A-3.

Table A-2. Results of Westat screening interviews

| Parent Category | Spouse At Home | No Spouse At Home | Total |
|---|---|---|---|
| Preschool only | 2 | 7[1] | 9 |
| School-age only | 3 | 10 | 13 |
| Both ages | 6 | 0 | 6 |
| No children under 13 years | | | 65 |
| Nonrespondents | | | 17 |
| Total | | | 110 |

[1] Includes two users.

Table A-3. Non-user sampling frame

| Parent Category | Spouse At Home | No Spouse At Home | Total |
|---|---|---|---|
| Preschool only | 28 | 38 | 66 |
| School-age only | 47 | 60 | 107 |
| Both ages | 40 | 28 | 68 |
| Total | | | 241 |

All 23 OEO Center users and 24 users from other agencies were included for interviewing. For the non-users shown in Table A-3, it was decided to exclude those employees with school-age only children and a spouse at home and include all employees with preschool only/no spouse at home and with both ages/no spouse at home. From the three remaining cells in Table A-3, random samples were drawn as follows:

18 of 28 preschool only/spouse at home
43 of 60 school-age only/no spouse at home
27 of 40 both ages/spouse at home.

Table A-4 shows the non-user sample.

Table A-4. Non-user sample

| Parent Category | Spouse At Home | No Spouse At Home | Total |
|---|---|---|---|
| Preschool only | 18 | 38 | 56 |
| School-age only | 0 | 43 | 43 |
| Both ages | 27 | 28 | 55 |
| Total | | | 154 |

After the interviews were completed a number of individuals were reclassified into different cells. This was due to changes in children's ages as well as some changes in employers. By the time interviews were commenced there were a total of 43 Center users, 22 OEO employees and 21 employees of other agencies. Interviews were completed with all Center users. Hence, the response rate was 100% for Center users. From the 154 potential non-user respondents, interviews were completed with 137 for a response rate of 89%. Combining users and non-users, a total of 180 interviews were obtained out of a potential of 201 interviews. Nine of the 21 nonrespondents had terminated or transferred to another Federal agency and four others were not eligible. The remaining 8 represented valid nonrespondents yielding a response rate of about 96% (180/188).

The primary focus within the non-user group was on persons using day care for preschool children. Fifty-four (54) persons were identified in the analysis who use full-time day care for at least one preschool child; these persons were used as Comparison Group I in the analysis. Because all OEO CDC users were interviewed but only a sample of persons using other types of day care were interviewed there is some interest in knowing how many people the 54 persons in Comparison Group I represent.

The original OEO survey conducted in February, 1972 indicated that about 10% of the OEO employees at that time had at least one preschool child and no spouse at home. Assuming nonrespondents to be similar to respondents on this characteristic, it was estimated that 107 out of the total OEO employees would have fallen into these two categories.[1] We know that 21 of these persons are users of the OEO CDC (1 user was classified as having a spouse at home). Therefore, our best estimate is that 85 persons would have been classified as having preschool children and no spouse at home, if complete data were available.

From Table A-4 it can be seen that 66 persons were classified as having preschool children and no spouse at home (38 with only preschool children; 28 with children of both ages). These 66 might be thought of as representing the total of about 85 persons described above.

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[1] The results of our telephone screening lend justification to the assumption made here.

Assuming that for every 66 persons classified in the two cells of interest, about 54 persons using full-time care for at least one preschool would be found, one could estimate that (54/66) X 85 = 70 OEO employees in all use some type of day care full-time (other than OEO CDC) for at least one preschool child. Therefore, the 54 persons in Comparison Group I might be thought of as representing 70 persons who would have fallen in this group if a complete census of OEO had been taken.

It should be noted that persons who are classified as having preschool children and no spouse at home do not automatically fall into the comparison group. Some respondents had spouses working part-time and used some type of day care arrangement while the spouse worked, but did not meet the requirement of using day care for 30 hours or more a week which was required for Comparison Group I members. Thus, the 22 OEO-employed users plus the estimated 70 persons using full-time (30 hours or more a week) day care do not add up to the 107 persons estimated to be the universe of need in Chapter 4.

# APPENDIX B

## SURVEY METHODOLOGY

Data collection for this study took place in July, 1972 and consisted of telephone screening and personal interviews. The sample for personal interviews included both users and non-users of the OEO center. The names of the non-users were drawn from a list of OEO employees who had responded to an earlier questionnaire in a survey conducted by OEO in January of 1972. Nonrespondents to the earlier questionnaire and new employees since the time of that survey were sampled for telephone screening to determine eligibility for personal interviews. In addition to these non-users, all users of the OEO Center were included in the sample for personal interviews. Center users included OEO employees (OEO users) and employees of other federal agencies who were using the OEO Center (non-OEO users).

### B.1 Telephone Screening

Approximately 100 employees were contacted by telephone to determine eligibility for the study. Telephone interviews were conducted by a Westat interviewer. The screening instrument consisted of several questions to determine the ages of the children of employees and the type of child care used for children under 13 years of age. Employees found eligible using this screening procedure were added to the list from which the sample for subsequent personal interviews was drawn.

## B.2 Personal Interviews

Personal interviews were conducted during the last two weeks of the month of July. Five of Westat's interviewers worked full-time during this two week period to complete the on-the-job interviews of OEO employees and other center users.

### B.2.1 Preparation of Interviewer Materials

Project staff reviewed the questionnaire which was provided by OEO for the study and made some suggestions for revision. Since the study schedule was tight, no pretesting was conducted and no extensive revisions were made.

The list of employees to be interviewed was prepared and included such locating information as the name of the employee, the administrative office where the employee worked, the office telephone number, and the location of the office in the downtown area. Information available concerning the ages of the children of these employees and the type of child care used was also added to this list. This latter information was necessary for scheduling the interviews since interview length was expected to vary according to whether or not an employee had preschool children and whether or not the spouse of the employee took care of the preschool children at home.

### B.2.2 Interviewer Training

A half-day training session was conducted by project staff with five interviewers. The instruments were reviewed question by question and a mock interview was conducted.

Procedures for locating respondents were discussed. Interviewers were instructed as a general rule not to make telephone appointments with respondents. In a similar study of HEW employees conducted by Westat, it was found that interviews were easier to obtain if no attempt was made to contact the interviewee by telephone in advance. Interviewers were told to contact the employees on the job and to ask for permission of the employee's supervisor (if appropriate) to conduct the interview at that time. In addition, prior to the survey, a letter of authorization for the interviews had been sent to the heads of each of the major departments within OE. A list of employees to be interviewed from each office was attached to the letter of authorization.

### B.2.3 Interviewer Assignment and Field Supervision

Westat was provided with an office in the Brown Building which was centrally located for coordinating field efforts. The office was used by Westat's field supervisor to keep close contact with the interviewers during the two week field period. Interviewers checked in with Westat's supervisor in the mornings and dropped off completed questionnaires in the evenings. The supervisor was also available during the day to assist the interviewers in locating respondents or with any other difficulties they encountered.

Interviewers were assigned employees who were clustered as much as possible in the various OEO buildings to minimize time spent traveling between interviews. One interviewer was assigned all of the non-OEO Center users in the sample who were scattered throughout several government buildings in the downtown area.

## B.2.4 Data Handling

### B.2.4.1 Problems of Consistency and Missing Information

Completed interviews were edited by professional project staff immediately and results fed back to the interviewers the following day. In about half the cases, it was necessary to recontact the respondents by telephone for missing information or to clear up inconsistencies in responses. Particular problems with inconsistency occurred in items pertaining to costs paid for day care. Often the total costs reported for day care expenses in the OEO questionnaire could not be reconstructed from the individual costs given in the preschool and school children sections. One source of the difficulty in obtaining consistent responses to cost questions and questions regarding present day arrangements was that some respondents had children in special arrangements for the summer. The school children's section provided for separate questions for school-year arrangements and summer arrangements, but the preschool section did not. Where parents of preschool children gave responses for temporary summer arrangements, they were recontacted to obtain information for permanent arrangements.

### B.2.4.2 Coding and Editing

The coding procedures for all material contained in the questionnaire are available in the documentation provided to the Office of Evaluation, OEO. Certain coded material was added to the file in addition to the items of the questionnaire. The first addition was a group number assigned to each respondent on Card 1.

This number summarized the major classification data for each respondent. Each respondent was placed in one of the following groups:

a. Non-User* Groups

| | Spouse at home | No spouse at home |
|---|---|---|
| Preschool children only | a 11<br>12 b | a 21<br>22 b |
| School age children only | | a 23<br>24 b |
| Preschool and school age | a 15<br>16 b | a 25<br>26 b |

a = user of other day care center
b = non-user of day care center

b. User Groups

| | Spouse at home | No spouse at home |
|---|---|---|
| Preschool only | c 31<br>32 d | c 41<br>42 d |
| Preschool and school age | c 33<br>34 d | c 43<br>44 d |

c = OEO employee
d = Non-OEO employee

This information was ascertained from the OEO questiontionnaire; the age of the child(ren) from questions 2 and 6, the use of a day care center (OEO or other) from questions 21 and 26, respectively; the question concerning the spouse's status from J and K and their place of employment from the roster of center users.

---

* A non-user for this purpose is an OEO employee who does not have children enrolled in the OEO Day Care Center.

Certain information was derived and added to each of the three files (one for each questionnaire). The following information was derived and added to each record in both the preschool file and the school children's file:

a. the number of preschool children in the family
b. the number of children from 7-12 on the family
c. the total number of children from 1-18
d. the age of this particular child
e. the position of the child in the family (only child; youngest; middle; or oldest)
f. the Group Number of the parent (as defined above)
g. for preschool children only: their primary day care arrangement (that arrangement in which the child spends the greatest number of hours per week).

As part of the coding process, the following information was derived and added to the OEO file:

a. Age of youngest child
b. Number of children under 3
c. Age of oldest child
d. Number of children under 10

At a later date, the information shown in Table B-1 was also added to the OEO file. This information consists primarily of reformatted variables derived from other parts of the record in order to facilitate some of the special analyses.

Due to the size of the data base, editing was done manually by visual inspection of card listings. Each of the three files was checked for internal consistency, and to insure that no out-of-range codes were used. Also, checks were made across the files in some areas, to guarantee agreement on such items as, for example, the number and age classification of children in the family.

## Table B-1 Reformatted fields on Card 8's

Card 8 Col. 21 - Q. 14 (OEO) New Codes

Code 0 = Nothing/No Cost
1 = Less than $10
2 = $10 - $14
3 = 15 - 19
4 = 20 - 24
5 = 25 - 29
6 = 30 - 34
7 = 35 - 39
8 = 40 - 44
9 = $45 or more
+ = DK/NA

Col. 22 - Q. 15 (OEO) New Codes

Code 1 = Less than 20 hours
2 = 20 - 29 hours
3 = 30 - 34 hours
4 = 35 - 39 hours
5 = 40 - 44 hours
6 = 45 - 49 hours
7 = 50 or more
+ = DK/NA

Col. 23, 24, 25, 26 - Q. 16 (OEO)

The average of Q. 16 F and Q. 16 P
Q and T
M and U
B and I

Code 0 = 0 - .5 Ave.
1 = 1 - 1.5
3 = 2 - 2.5
4 = 3 - 3.5
5 = 4
6 = 4.5 - 5
7 = 5.5 - 6
8 = 6.5 - 7
+ = DK/NA

Card 8 (cont.)

Col. 28 - Q. 17A, Q. 17B, Q. 17C (OEO)

Card 3 Col. 33, 34, 35

New Code 1 = 1, 1, 2
2 = 1, 2, 2
3 = 2, 1, 1
4 = 1, 1, 1
5 = 2, 2, 1
6 = 2, 2, 2
7 = Any other comb. of 1 and 2
+ = Any DK/NA

Col. 51 - Q. 8 (Pre-School)

Col. 52 - Q. 26D (Pre-School)

Col. 53 - Q. 43D (Pre-School)

New codes for above questions

Code 0 = Nothing/No Cost
1 = Less than $7
2 = $ 7 - 9
3 = 10 - 12
4 = 13 - 15
5 = 16 - 18
6 = 19 - 21
7 = 22 - 24
8 = 25 - 27
9 = $28 or more
+ = DK/NA

Col. 55 - Q. 15 (Pre-School)

Col. 56 - Q. 21 (Pre-School)

Col. 57 - Q. 22 (Pre-School)

Col. 58 - Q. 32 (Pre-School)

Col. 59 - Q. 38 (Pre-School)

Col. 60 - Q. 39 (Pre-School)

Card 8 (cont.)

New codes for above questions

Code 0 = Nothing/No Cost
1 = Less than $2
2 = $ 2 - 3
3 = 4 - 5
4 = 6 - 7
5 = 8 - 9
6 = 10 - 11
7 = 12 - 13
8 = 14 - 15
9 = $16 or more
+ = DK/NA

# APPENDIX C
## Interviewing Instruments

- Telephone Screening Form . . . . . . . . . C-2
- Visual Aids for Personal Interviewer . . . C-3
- OEO Questionnaire . . . . . . . . . . . . C-13
- Preschool Children's Section . . . . . . . C-30
- Schoolchildren's Section . . . . . . . . . C-45

Telephone Screening Form　　　　Study No. 0290

Hello. I'm ________________ from Westat, Inc. We're doing a survey in connection with the development of new programs for children of OEO employees. I'd like to ask you a few questions. It should take less than five minutes.

1. I need to know how many children you have living with you who are under 13 years of age. Please include your own children who live with you as well as any for whom you are a guardian, stepparent or foster parent.

______________________

(If none, thank respondent and terminate)

2. Starting with the youngest, what are their ages? (Enter below)

| A.<br>0 - 6 | B.<br>7 - 12 |
|---|---|
| ______ | ______ |
| ______ | ______ |
| ______ | ______ |
| ______ | ______ |

3. (IF ANY IN COLUMN A) Who takes care of your preschool children while you are at work? (If more than one arrangement, who takes care of them most of the time?)

______ Spouse

______ Other

4. (IF ANY IN COLUMN B) Who takes care of your school age children after school hours, while you are at work? (If more than one arrangement, who takes care of them most of the time?)

______ Spouse

______ Other

Thank you very much. We appreciate your cooperation. It may be necessary to contact you again for additional information. May I please have your building and room number?

Name ________________________　　Office Phone ____________

Building ______________________　　Room Number ____________

# Visual Aids for Personal Interviewer

## CARD A

A. DIFFICULT TIME

B. FAIRLY DIFFICULT

C. NOT DIFFICULT/NOT EASY

D. FAIRLY EASY

E. EASY TIME

## CARD B

A. SPOUSE AT HOME

B. HALF DAY NURSERY SCHOOL

C. OEO DAY CARE CENTER

D. OTHER DAY CARE CENTER

E. HEAD START PROGRAM

F. KINDERGARTEN

G. FIRST GRADE

H. WITH RELATIVE AT YOUR HOME

I. WITH RELATIVE AT ANOTHER HOME

J. WITH NON-RELATIVE AT YOUR HOME

K. WITH NON-RELATIVE AT ANOTHER HOME

L. OTHER (SPECIFY)

## CARD C

NEXT DOOR

LESS THAN 5 MINUTES

5-10 MINUTES

11-15 MINUTES

16-20 MINUTES

MORE THAN 20 MINUTES

OTHER (SPECIFY)

## CARD D

7
VERY IMPORTANT
6

5
4 SOMEWHAT IMPORTANT
3

2
NOT AT ALL IMPORTANT
1

# CARD E

A. THE COST OF THE CHILD CARE

B. THE DISTANCE OF THE ARRANGEMENT FROM YOUR HOME

C. THE DISTANCE OF THE ARRANGEMENT FROM YOUR WORK

D. BEING ABLE TO HAVE ALL YOUR CHILDREN TOGETHER

E. HAVING ONLY ONE ARRANGEMENT SO THAT MULTIPLE ARRANGEMENTS ARE NOT NECESSARY

F. THE AVAILABILITY OF A FORMAL EDUCATIONAL PROGRAM

G. BEING IN A HOME-TYPE ARRANGEMENT RATHER THAN A CENTER

H. BEING IN A CENTER-TYPE ARRANGEMENT RATHER THAN A HOME

I. OTHER (PLEASE SPECIFY)

## CARD F

6 SATISFIED

5

4 MORE OR LESS SATISFIED

3 MORE OR LESS DISSATISFIED

2

1 DISSATISFIED

# CARD G

VERY SATISFIED

FAIRLY SATISFIED

MORE SATISFIED THAN DISSATISFIED

MORE DISSATISFIED THAN SATISFIED

FAIRLY DISSATISFIED

VERY DISSATISFIED

## CARD H

- A. UNDER 21
- B. 21 - 25
- C. 26 - 30
- D. 31 - 35
- E. 36 - 40
- F. 41 - 45
- G. OVER 45

---

- A. UNDER $4,000
- B. $4,000 - 5,499
- C. $5,500 - 6,999
- D. $7,000 - 8,499
- E. $8,500 - 10,499
- F. $10,500 - 11,999
- G. $12,000 - 14,999
- H. $15,000 - 17,499
- I. $17,500 - 19,999
- J. $20,000 OR MORE

# CARD I

ARRANGEMENT IS FREE NOW

NEXT DOOR

LESS THAN 5 MINUTES

5-10 MINUTES

11-15 MINUTES

16-20 MINUTES

MORE THAN 20 MINUTES

OTHER (SPECIFY)

## OEO QUESTIONNAIRE

I.D. #_______________

# OEO QUESTIONNAIRE

Hello, I'm ______________________ from Westat Research of Washington, D.C. We are doing a study of the OEO Child Development Center and we are interviewing (OEO employees/OEO Center users). We would very much like to have your opinions.

READ

This study is being conducted for the Office of Economic Opportunity and the information obtained will be very helpful in developing new programs for children.
All information is strictly confidential and will only be looked at with information for hundreds of families together.

## CHILD LISTING SECTION

1. First, how many children 6 years old or under do you have living with you? Please include only your own children or children for whom you are responsible.

| | COL. 12 | SKIP TO |
|---|---|---|
| NONE | 0 | 3 |
| ONE | 1 | 2 |
| TWO | 2 | |
| THREE | 3 | |
| FOUR | 4 | |
| FIVE | 5 | |
| SIX | 6 | |
| SEVEN | 7 | |
| EIGHT | 8 | |
| NINE | 9 | |

---

2. Could you please tell me the name, age at last birthday, and sex of each of your children 6 years old or less. Let's begin with the oldest.

| | | |
|---|---|---|
| COL. 13 | SEX COL. 14 | AGE COL. 15 |
| CHILD No. 1 ________ | Male.....1 | 1 or less 1 |
| Name | Female...2 | 2..........2 |
| | | 3..........3 |
| | | 4..........4 |
| | | 5..........5 |
| | | 6..........6 |

| | | |
|---|---|---|
| COL. 16 | SEX COL. 17 | AGE COL. 18 |
| CHILD No. 2 ________ | Male.....1 | 1 or less...1 |
| Name | Female...2 | 2..........2 |
| | | 3..........3 |
| | | 4..........4 |
| | | 5..........5 |
| | | 6..........6 |

| | | |
|---|---|---|
| COL. 19 | SEX COL. 20 | AGE COL. 21 |
| CHILD No. 3 ________ | Male.....1 | 1 or less...1 |
| Name | Female...2 | 2..........2 |
| | | 3..........3 |
| | | 4..........4 |
| | | 5..........5 |
| | | 6..........6 |

| | | |
|---|---|---|
| COL. 22 | SEX COL. 23 | AGE COL. 24 |
| CHILD No. 4 ________ | Male.....1 | 1 or less...1 |
| Name | Female...2 | 2..........2 |
| | | 3..........3 |
| | | 4..........4 |
| | | 5..........5 |
| | | 6..........6 |

| | | |
|---|---|---|
| COL. 25 | SEX COL. 26 | AGE COL. 27 |
| CHILD No. 5 ________ | Male.....1 | 1 or less...1 |
| Name | Female...2 | 2..........2 |
| | | 3..........3 |
| | | 4..........4 |
| | | 5..........5 |
| | | 6..........6 |

| | | |
|---|---|---|
| COL. 28 | SEX COL. 29 | AGE COL. 30 |
| CHILD No. 6 ________ | Male.....1 | 1 or less...1 |
| Name | Female...2 | 2..........2 |
| | | 3..........3 |
| | | 4..........4 |
| | | 5..........5 |
| | | 6..........6 |

| | | |
|---|---|---|
| COL. 31 | SEX COL. 32 | AGE COL. 33 |
| CHILD No. 7 ________ | Male.....1 | 1 or less...1 |
| Name | Female...2 | 2..........2 |
| | | 3..........3 |
| | | 4..........4 |
| | | 5..........5 |
| | | 6..........6 |

| | | | |
|---|---|---|---|
| COL. 34<br>CHILD NO. 8 ______<br>Name | SEX COL. 35<br>Male.....1<br>Female...2 | AGE | COL. 36<br>1 or less...1<br>2...........2<br>3...........3<br>4...........4<br>5...........5<br>6...........6 |
| COL. 37<br>CHILD No. 9 ______<br>Name | SEX COL. 38<br>Male.....1<br>Female...2 | AGE | COL. 39<br>1 or less...1<br>2...........2<br>3...........3<br>4...........4<br>5...........5<br>6...........6 |

3. Now, aside from these children (this child), do you have any children 6 years old or younger not living with you?

| | COL. 40 | SKIP TO |
|---|---|---|
| YES | 1 | 4 |
| NO | 2 | 5 |

4. Is this because it is too difficult to find adequate day care arrangements? (PROBE.)

| | COL. 41 | SKIP TO |
|---|---|---|
| YES--DAY CARE PROBLEMS | 1 | 5 |
| NO | 2 | |
| OTHER ______ | 3 | |
| ______ (SPECIFY) | 4 | |

5. In addition to these children 6 years old or younger, how many children over 6 years of age do you have living with you? Please include only your own children or children for whom you are responsible.

| | COL. 42 | SKIP TO |
|---|---|---|
| NONE | 0 | NOTE A |
| ONE | 1 | 6 |
| TWO | 2 | |
| THREE | 3 | |
| FOUR | 4 | |
| FIVE | 5 | |
| SIX | 6 | |
| SEVEN | 7 | |
| EIGHT | 8 | |
| NINE | 9 | |

---

6. Could you please tell me the name, age at last birthday and sex of each of your children who are 7-12 years of age. Let's begin with the oldest.

**INTERVIEWER**
Write in names and ages

**SKIP TO**
NOTE A

| | | | |
|---|---|---|---|
| COL.43<br>CHILD No. 1 ______<br>Name | SEX COL.44<br>Male.....1<br>Female...2 | AGE<br>___ | COL.45 |
| COL.46<br>CHILD No. 2 ______<br>Name | COL.47<br>Male.....1<br>Female...2 | ___ | COL. 48 |
| COL 49<br>CHILD No. 3 ______<br>Name | COL.50<br>Male.....1<br>Female...2 | ___ | COL. 51 |
| COL.52<br>CHILD No. 4 ______<br>Name | COL.53<br>Male.....1<br>Female...2 | ___ | COL. 54 |
| COL.55<br>CHILD No. 5 ______<br>Name | COL.56<br>Male.....1<br>Female...2 | ___ | COL. 57 |
| COL.58<br>CHILD No. 6 ______<br>Name | COL.59<br>Male.....1<br>Female...2 | ___ | COL. 60 |

**NOTE A**
Remember that you have been provided with children's sections and that one is to be filled out for each child 12 years or younger. If a parent has both pre-school and school-age children, the following section refers to pre-schoolers only.

HAND RESPONDENT CARD A.

7. Many parents have a difficult time setting up child care arrangements for their children. What have been your experiences? Have you had a relatively difficult time or an easy time setting up child care arrangements for your children? Looking at this card, which statement letter best describes your experience?

| | COL. 61 | SKIP TO |
|---|---|---|
| A. DIFFICULT TIME | 1 | 8 |
| B. FAIRLY DIFFICULT | 2 | |
| C. NOT DIFFICULT/NOT EASY | 3 | |
| D. FAIRLY EASY | 4 | |
| E. EASY TIME | 5 | |

TAKE BACK CARD A.

HAND RESPONDENT CARD B.

8. In the last year which of these child care arrangements have you used or seriously considered using? Just tell me the letters.
(MULTIPLE RESPONSES PERMITTED.)

| | COL.62-69 | SKIP TO |
|---|---|---|
| A. SPOUSE AT HOME | 01 | 9 |
| B. HALF DAY NURSERY SCHOOL | 02 | |
| C. OEO DAY CARE CENTER | 03 | |
| D. OTHER DAY CARE CENTER | 04 | |
| E. HEAD START PROGRAM | 05 | |
| F. KINDERGARTEN | 06 | |
| G. FIRST GRADE | 07 | |
| H. WITH RELATIVE AT YOUR HOME | 08 | |
| I. WITH RELATIVE AT ANOTHER HOME | 09 | |
| J. WITH NON-RELATIVE AT YOUR HOME | 10 | |
| K. WITH NON-RELATIVE AT ANOTHER HOME | 20 | |
| L. OTHER (SPECIFY) __________ ____________________ | 30 | |

9. Under present circumstances, if you had to choose among the various methods of child care shown on the card, which one would you choose? Just give me the letter.

| | COL.70-71 | SKIP TO |
|---|---|---|
| A. SPOUSE AT HOME | 01 | 16 |
| B. HALF DAY NURSERY SCHOOL | 02 | 10 |
| C. OEO DAY CARE CENTER | 03 | 10 |
| D. OTHER DAY CARE CENTER | 04 | 10 |
| E. HEAD START PROGRAM | 05 | 10 |
| F. KINDERGARTEN | 06 | 10 |
| G. FIRST GRADE | 07 | 10 |
| H. WITH RELATIVE AT YOUR HOME | 08 | 12 |
| I. WITH RELATIVE AT ANOTHER HOME | 09 | 10 |
| J. WITH NON-RELATIVE AT YOUR HOME | 10 | 12 |
| K. WITH NON-RELATIVE AT ANOTHER HOME | 20 | 10 |
| L. OTHER (SPECIFY) __________ ____________________ | 30 | 10 |

TAKE BACK CARD B.

HAND RESPONDENT CARD C.

10. For the type of child care that you chose, what is the furthest distance away from your home or work that it could be located?
( IN TERMS OF TIME)

| | COL.72 | SKIP TO |
|---|---|---|
| NEXT DOOR | 1 | 11 |
| LESS THAN 5 MINUTES | 2 | |
| 5-10 MINS. | 3 | |
| 11-15 MINS. | 4 | |
| 16-20 MINS. | 5 | |
| MORE THAN 20 MINS. | 6 | |
| ~~CLOSE TO WORK~~ | [illegible] | |
| OTHER (SPECIFY) | 9 | |

TAKE BACK CARD C.

11. Would you prefer that transportation be provided for your children or would you prefer to provide your own transportation for them?

| | COL.11 | SKIP TO |
|---|---|---|
| WANT TRANSPORTATION PROVIDED | 1 | 12 |
| PREFER TO PROVIDE OWN TRANSPORTATION | 2 | |
| OTHER (SPECIFY)____________ ______________________ | 3 | |

12. For the type of child care you chose, how much would your family be willing and able to spend each week for your youngest child?

WRITE IN DOLLAR AMOUNT — SKIP TO 13

$__________ COL.12-15
(per week)

13. For the type of child care you chose, how much would your family be able to spend each week for all your children?

WRITE IN DOLLAR AMOUNT — SKIP TO 14

$________________ COL.16-19
(per week)

14. Could you please tell me how much you now spend on child care each week for all your children?

WRITE IN DOLLAR AMOUNT — SKIP TO 15

$________________ COL.20-23
(per week)

15. Thinking of the type of child care that you chose, ~~during~~ what hours would you want your children to spend there each day. Let's begin with Monday. (REPEAT FOR EACH DAY OF THE WEEK.)

| | | | | |
|---|---|---|---|---|
| MON. | From________ AM PM | To________ AM PM | COL. 24-31 |
| TUES. | From________ AM PM | To________ AM PM | COL. 32-39 |
| WED. | From________ AM PM | To________ AM PM | COL. 40-47 |
| THURS. | From________ AM PM | To________ AM PM | COL. 48-55 |
| FRI. | From________ AM PM | To________ AM PM | COL. 56-63 |
| SAT. | From________ AM PM | To________ AM PM | COL. 64-71 |
| SUN. | From________ AM PM | To________ AM PM | COL. 72-79 |

GO TO 16

HAND RESPONDENT CARD D.

16. People have many reasons for choosing one child care arrangement over another. I would like to read some of those reasons to you. For each one I read to you, I would like you to tell me how important or unimportant you consider it in choosing a child care arrangement. By giving each a score from 7 to 1, you will be telling me how important you consider each item. A score of 7 means you consider it very important, while a score of 1 means you consider it very unimportant to you.

Let's begin with this feature:
INTERVIEWER: AFTER EACH ITEM, ASK "HOW IMPORTANT OR UNIMPORTANT DO YOU FIND THIS FEATURE?" BEGIN WITH THE FIRST ITEM BELOW AND ASK ALL ITEMS. CIRCLE ONE NUMBER FOR EACH ITEM.

| | VERY IMPORTANT | SOMEWHAT IMPORTANT | NOT AT ALL IMPORTANT | DON'T KNOW | COL. |
|---|---|---|---|---|---|
| A. Provides another meal in addition to lunch and snacks | 7 6 | 5 4 3 | 2 1 | 0 | 11 |
| B. Within walking distance of home | 7 6 | 5 4 3 | 2 1 | 0 | 12 |
| C. Open convenient hours | 7 6 | 5 4 3 | 2 1 | 0 | 13 |
| D. Involves parents | 7 6 | 5 4 3 | 2 1 | 0 | 14 |
| E. Teaches children colors, numbers, the alphabet and reading | 7 6 | 5 4 3 | 2 1 | 0 | 15 |
| F. An adult staff that takes the time to tell you how your child is doing | 7 6 | 5 4 3 | 2 1 | 0 | 16 |
| G. Available anytime, day or night | 7 6 | 5 4 3 | 2 1 | 0 | 17 |
| H. Men as well as women looking after the children | 7 6 | 5 4 3 | 2 1 | 0 | 18 |
| I. Within walking distance from work | 7 6 | 5 4 3 | 2 1 | 0 | 19 |
| J. With other children like yours | 7 6 | 5 4 3 | 2 1 | 0 | 20 |
| K. Where all your children could be together when older ones are not in school | 7 6 | 5 4 3 | 2 1 | 0 | 21 |
| L. Racially integrated, with children of many backgrounds | 7 6 | 5 4 3 | 2 1 | 0 | 22 |
| M. Helps children to get along better with each other | 7 6 | 5 4 3 | 2 1 | 0 | 23 |
| N. A place that is safe and clean | 7 6 | 5 4 3 | 2 1 | 0 | 24 |
| O. A place that is dependable and reliable | 7 6 | 5 4 3 | 2 1 | 0 | 25 |
| P. Staffed by adults who are well trained | 7 6 | 5 4 3 | 2 1 | 0 | 26 |
| Q. Enough staff members to provide my child with individual attention | 7 6 | 5 4 3 | 2 1 | 0 | 27 |
| R. Staffed by adults of the same ethnic background as my children | 7 6 | 5 4 3 | 2 1 | 0 | 28 |
| S. Available year after year | 7 6 | 5 4 3 | 2 1 | 0 | 29 |
| T. Fewer than 10 children per adult | 7 6 | 5 4 3 | 2 1 | 0 | 30 |
| U. Teaches children how to mind and follow directions | 7 6 | 5 4 3 | 2 1 | 0 | 31 |
| V. Place that your child is usually eager to attend | 7 6 | 5 4 3 | 2 1 | 0 | 32 |

TAKE BACK CARD D.

SKIP TO 17

17 A. Generally speaking, in selecting an ideal child care arrangement, which is more important to you: the cost of the child care or how close the child care is to home or work? (Assume the quality is equal in both).

| | COL. 33 | SKIP TO |
|---|---|---|
| COST | 1 | 17 B |
| CLOSENESS | 2 | |
| DON'T KNOW | 8 | |

17 B. Generally speaking, in selecting an ideal child care arrangement, which is more important to you: the availability of a formal educational program for your child, or how close the child care is to home or work?

| | COL. 34 | SKIP TO |
|---|---|---|
| FORMAL PROGRAM | 1 | 17 C |
| CLOSENESS | 2 | |
| DON'T KNOW | 8 | |

17 C. Generally speaking, in selecting an ideal child care arrangement, which is more important to you: the availability of a formal educational program for your child, or the cost of the child care?

| | COL. 35 | SKIP TO |
|---|---|---|
| FORMAL PROGRAM | 1 | 18 |
| COST | 2 | |
| DON'T KNOW | 8 | |

HAND RESPONDENT CARD E.

18. Looking at this card could you please tell me a) which of these factors is most important to you in selecting an ideal child care arrangement? Just tell me the letter.

b) Which factor is 2nd most important?

c) Which factor is 3rd most important?

OTHER (if specified) ______________________

______________________

______________________

| | | COL.36-37 1st MOST IMPORTANT | COL.38-39 2nd MOST IMPORTANT | COL.40-41 3rd MOST IMPORTANT |
|---|---|---|---|---|
| | A | 01 | 01 | 01 |
| | B | 02 | 02 | 02 |
| | C | 03 | 03 | 03 |
| | D | 04 | 04 | 04 |
| | E | 05 | 05 | 05 |
| | F | 06 | 06 | 06 |
| | G | 07 | 07 | 07 |
| | H | 08 | 08 | 08 |
| | I | 09 | 09 | 09 |
| DON'T KNOW | J | 80 | 80 | 80 |

TAKE BACK CARD E.

SKIP TO 19

19. Would you agree or disagree that the federal government should assist families with total incomes below $8,500 annually in paying for child care?

| | COL. 42 | SKIP TO |
|---|---|---|
| AGREE | 1 | |
| DISAGREE | 2 | 20 |
| DON'T KNOW | 8 | |

20. Can you think of anything that would improve the arrangements for your preschool children while you work? (PROBE) (MULTIPLE RESPONSE PERMITTED)

| USE ARRANGEMENTS: | COL.43-47 | SKIP TO |
|---|---|---|
| CLOSER TO WORK | 01 | 21 |
| CLOSER TO HOME | 02 | |
| WITH EDUCATIONAL PROGRAM | 03 | |
| WHERE CHILD CAN INTERACT WITH OTHERS | 04 | |
| WITH A PROGRAM OF ACTIVITIES | 05 | |
| THAT ARE LESS EXPENSIVE | 06 | |
| WHERE ALL PRESCHOOL CHILDREN ARE TOGETHER | 07 | |
| WITH MORE CONVENIENT HOURS | 08 | |
| OTHER (SPECIFY) | 09 | |

______________________

______________________

Now, I would like to ask you a few questions about a specific child care arrangement.

| | | COL. 48 | SKIP TO |
|---|---|---|---|
| 21. Do any of your children attend the day care program operated by the Office of Economic Opportunity? | YES | 1 | 29 |
| | NO | 2 | 22 |

| | | COL. 49 | SKIP TO |
|---|---|---|---|
| 22. Have you ever heard of this program before? | YES | 1 | 23 |
| | NO | 2 | 26 |
| | DON'T KNOW | 8 | 26 |

23. How familiar are you with it? Have you ever...

| | | COL. 50 | SKIP TO |
|---|---|---|---|
| A. Visited there? | YES | 1 | 23 B |
| | NO | 2 | |

| | | COL. 51 | SKIP TO |
|---|---|---|---|
| B. Talked to a friend using the center? | YES | 1 | 23 C |
| | NO | 2 | |

| | | COL. 52 | SKIP TO |
|---|---|---|---|
| C. Spoken to someone who worked there? | YES | 1 | 24 |
| | NO | 2 | |

| | COL.53-55 | SKIP TO |
|---|---|---|
| 24. What are the one or two most important reasons why you have decided not to send your child(ren) to the OEO day care center? (PROBE) | | 25 |

| | COL.56-58 | SKIP TO |
|---|---|---|
| 25. What changes might persuade you to use the OEO day care center? (PROBE) | | 26 |

| | | COL. 59 | SKIP TO |
|---|---|---|---|
| 26. Do any of your children attend another day care center? | YES | 1 | 27 |
| | NO | 2 | 41 |

HAND RESPONDENT CARD F.

27. Now I would like to find out how satisfied or dissatisfied you are with various aspects of the day care center you use. For each item I read, I would like you to tell me how satisfied or dissatisfied you are. A score of 6 means that you are completely satisfied, while a score of 1 means that you are completely dissatisfied.

Let's begin with this statement:
INTERVIEWER: AFTER EACH ITEM, ASK: "HOW SATISFIED OR DISSATISFIED ARE YOU?"
CIRCLE ONE NUMBER FOR EACH STATEMENT.

| | Read each item: | SATISFIED | | | DISSATISFIED | | | DON'T KNOW | COL. |
|---|---|---|---|---|---|---|---|---|---|
| A. | With the director of the day care center | 6 | 5 | 4 | 3 | 2 | 1 | 0 | 60 |
| B. | With the child/teacher ratio | 6 | 5 | 4 | 3 | 2 | 1 | 0 | 61 |
| C. | With the aides at the center | 6 | 5 | 4 | 3 | 2 | 1 | 0 | 62 |
| D. | With the program for your child | 6 | 5 | 4 | 3 | 2 | 1 | 0 | 63 |
| E. | With the effect of this program on your child | 6 | 5 | 4 | 3 | 2 | 1 | 0 | 64 |
| F. | With the individual attention that your child is receiving | 6 | 5 | 4 | 3 | 2 | 1 | 0 | 65 |
| G. | With the extent to which parents are involved in the program | 6 | 5 | 4 | 3 | 2 | 1 | 0 | 66 |
| H. | With what you have to pay for the program | 6 | 5 | 4 | 3 | 2 | 1 | 0 | 67 |
| I. | With the hours the center is open | 6 | 5 | 4 | 3 | 2 | 1 | 0 | 68 |
| J. | With the convenience of the location | | 5 | 4 | 3 | 2 | 1 | 0 | 69 |

TAKE BACK CARD F.

SKIP TO 28

28. How happy do you think your child(ren) is with the program? Would you say very happy, fairly happy, or not very happy?

| | COL. 70 | SKIP TO |
|---|---|---|
| VERY HAPPY | 1 | 35 |
| FAIRLY HAPPY | 2 | |
| NOT VERY HAPPY | 3 | |
| DON'T KNOW | 8 | |

HAND RESPONDENT CARD F.

29. Now I would like to find out how satisfied or dissatisfied you are with various aspects of the OEO day care center. For each item I read, I would like you to tell me how satisfied or dissatisfied you are. A score of 6 means that you are completely satisfied, while a score of 1 means that you are completely dissatisfied.

Let's begin with this statement:
INTERVIEWER: AFTER EACH ITEM, ASK: "HOW SATISFIED OR DISSATISFIED ARE YOU?"
CIRCLE ONE NUMBER FOR EACH STATEMENT.

| | Read each item: | SATISFIED | | | DISSATISFIED | | | DON'T KNOW | COL. |
|---|---|---|---|---|---|---|---|---|---|
| A. | With the director of the day care center | 6 | 5 | 4 | 3 | 2 | 1 | 0 | 11 |
| B. | With the child/teacher ratio | 6 | 5 | 4 | 3 | 2 | 1 | 0 | 12 |
| C. | With the aides at the center | 6 | 5 | 4 | 3 | 2 | 1 | 0 | 13 |
| D. | With the program for your child | 6 | 5 | 4 | 3 | 2 | 1 | 0 | 14 |
| E. | With the effect of this program on your child | 6 | 5 | 4 | 3 | 2 | 1 | 0 | 15 |
| F. | With the individual attention that your child is receiving | 6 | 5 | 4 | 3 | 2 | 1 | 0 | 16 |
| G. | With the extent to which parents are involved in the program | 6 | 5 | 4 | 3 | 2 | 1 | 0 | 17 |
| H. | With what you have to pay for the program | 6 | 5 | 4 | 3 | 2 | 1 | 0 | 18 |
| I. | With the hours the center is open | 6 | 5 | 4 | 3 | 2 | 1 | 0 | 19 |
| J. | With the convenience of the location | 6 | 5 | 4 | 3 | 2 | 1 | 0 | 20 |

SKIP TO 30

TAKE BACK CARD F.

| | | COL. 21 | SKIP TO |
|---|---|---|---|
| 30. How happy do you think your child(ren) is (are) with the OEO program? Would you say very happy, fairly happy, or not very happy? | VERY HAPPY | 1 | 31 |
| | FAIRLY HAPPY | 2 | |
| | NOT VERY HAPPY | 3 | |
| | DON'T KNOW | 8 | |

| | | COL. 22 | SKIP TO |
|---|---|---|---|
| 31. Before you decided to send your child to the OEO day care center, did you consider any other centers? | YES | 1 | 32 |
| | NO | 2 | 33 |
| | DON'T KNOW | 8 | 33 |

| | | COL.23-28 | SKIP TO |
|---|---|---|---|
| 32. Why did you decide against them? (MULTIPLE RESPONSE PERMITTED) | TOO EXPENSIVE | 01 | 33 |
| | DID NOT LIKE LOCATION | 02 | |
| | TRANSPORTATION PROBLEMS | 03 | |
| | INCONVENIENT HOURS | 04 | |
| | TOO LITTLE DISCIPLINE, SUPERVISION | 05 | |
| | LACK OF EDUCATIONAL PROGRAM | 06 | |
| | LACK OF PROGRAM OF ACTIVITIES | 07 | |
| | LACK OF TRAINED STAFF | 08 | |
| | CHILD NOT ACCEPTED | 09 | |
| | OTHER (SPECIFY) __________<br>____________________ | 10 | |

| | | COL. 29 | SKIP TO |
|---|---|---|---|
| 33. As you may know, at the present time, part of the tuition at the OEO center is subsidized by the government. Would you have preferred to take this subsidy and apply it against the cost of some other arrangement? | YES | 1 | 34 |
| | NO | 2 | 35 |
| | DON'T KNOW | 8 | 35 |

HAND RESPONDENT CARD B.

| | | COL.30-31 | SKIP TO |
|---|---|---|---|
| 34. To what specific arrangement would you have preferred to apply this subsidy? | A. SPOUSE AT HOME | 01 | 35 |
| | B. HALF DAY NURSERY SCHOOL | 02 | |
| | C. OEO DAY CARE CENTER | 03 | |
| | D. OTHER DAY CARE CENTER | 04 | |
| | E. HEAD START PROGRAM | 05 | |
| | F. KINDERGARTEN | 06 | |
| | G. FIRST GRADE | 07 | |
| | H. WITH RELATIVE AT YOUR HOME | 08 | |
| | I. WITH RELATIVE AT ANOTHER HOME | 09 | |
| | J. WITH NON-RELATIVE AT YOUR HOME | 10 | |
| | K. WITH NON-RELATIVE AT ANOTHER HOME | 20 | |
| | L. OTHER (SPECIFY) __________<br>____________________ | 30 | |

TAKE BACK CARD B.

| | | COL. 32 | SKIP TO |
|---|---|---|---|
| 35. Have you ever spent a period of time -- like over an hour or more participating in the activities of the center? | YES | 1 | 36 |
| | NO | 2 | 38 |
| | DON'T KNOW | 8 | 38 |

| | | COL.33-36 | SKIP TO |
|---|---|---|---|
| 36. What kind of activities? (MULTIPLE RESPONSE PERMITTED) | PARENT MEETINGS | 1 | 37 |
| | HELPING IN CLASS | 2 | |
| | ADMINISTRATIVE DUTIES | 3 | |
| | FIELD TRIPS | 4 | |
| | ROUTINE TRANSPORTATION | 5 | |
| | PARENT DIRECTORSHIP OR TRUSTEESHIP | 6 | |
| | OTHER (SPECIFY) _______ ____________________ | 7 | |

| | | COL. 37 | SKIP TO |
|---|---|---|---|
| 37. How many times have you participated in the last two months? | NUMBER OF TIMES _______ | | 38 |

| | | COL.38-41 | SKIP TO |
|---|---|---|---|
| 38. When you have questions or comments about your child, who do you talk to at the center? (MULTIPLE RESPONSE PERMITTED) | TEACHER | 1 | 39 |
| | AIDE | 2 | |
| | DIRECTOR | 3 | |
| | PROJECT MONITOR | 4 | |
| | SOCIAL WORKER | 5 | |
| | PSYCHOLOGIST | 6 | |
| | OTHER (SPECIFY) ____________________ | 7 | |

| | | COL. 42 | SKIP TO |
|---|---|---|---|
| 39. Has having your child(ren) in this day care center affected your job or your work in any way? | YES | 1 | 40 |
| | NO | 2 | 41 |
| | DON'T KNOW | 8 | 41 |

| | | COL.43-45 | SKIP TO |
|---|---|---|---|
| 40. In what ways? | PEACE OF MIND, FEWER WORRIES ABOUT CHILD CARE | 1 | 41 |
| | LESS ABSENTEEISM | 2 | |
| | LESS TARDINESS | 3 | |
| | MORE ABSENTEEISM | 4 | |
| | MORE TARDINESS | 5 | |
| | OTHER (SPECIFY) _______ ____________________ | 6 | |

| | | COL. 46 | SKIP TO |
|---|---|---|---|
| 41. Thinking for a moment about the location of the OEO center, would you have preferred the OEO center located within walking distance of your home or in some other location? | YES NEAR HOME | 1 | 42 |
| | YES IN SOME OTHER LOCATION | 2 | 42 |
| | NO LIKE PRESENT LOCATION | 3 | 43 |
| | DON'T KNOW | 4 | 43 |

| | | COL.47-50 | SKIP TO |
|---|---|---|---|
| 42. How much extra would you have been willing to pay per child each week for the OEO center to be located there? | WRITE IN AMOUNT<br>$____________<br>(per week)<br>NOTHING...... ☐ | | 43 |

43. If you knew that a child care arrangement where you sent your children used welfare mothers as aides, would you like it more, like it less, or would you like it about equally as much as you do now?

| | COL. 51 | SKIP TO |
|---|---|---|
| LIKE IT MORE | 1 | A |
| LIKE IT LESS | 2 | |
| LIKE IT ABOUT THE SAME | 3 | |
| DON'T KNOW | 8 | |

STATISTICAL SECTION

Now, I would like to ask you a few background questions, for statistical purposes only.

A. First, with regard to your job, what is your GS grade level?

| | COL. 11-12 | SKIP TO |
|---|---|---|
| GS 2 or GS-3 | 01 | B |
| GS-4 | 02 | |
| GS-5 | 03 | |
| GS-6 | 04 | |
| GS-7 | 05 | |
| GS-8 | 06 | |
| GS-9 | 07 | |
| GS-10 | 08 | |
| GS-11 | 09 | |
| GS-12 | 10 | |
| GS-13 | 20 | |
| GS-14 OR OVER | 30 | |

B. Do you belong to a Federal Employees' Union?

| | COL. 13 | SKIP TO |
|---|---|---|
| YES | 1 | C |
| NO | 2 | |
| DON'T KNOW | 8 | |

C. In the past 2 months, about how many times have problems of babysitting or child care arrangements caused you to be late for work?

| | COL.14 | SKIP TO |
|---|---|---|
| Number of times________ | | D |

D. In the past 2 months, about how many times have problems of babysitting or child care arrangements caused you to be ~~late for~~ absent from work?

| | COL.15 | SKIP TO |
|---|---|---|
| Number of times________ | | E |

E. How do you usually get to work each day?

| | COL. 16 | SKIP TO |
|---|---|---|
| WALK | 1 | F |
| TAKE BUS | 2 | |
| DRIVE MYSELF | 3 | |
| DRIVE WITH FRIEND OR RELATIVE | 4 | |
| CAR-POOL | 5 | |
| SPOUSE DRIVES ME | 6 | |
| OTHER (SPECIFY) _______<br>____________________ | 7 | |

| | | COL. 17 | SKIP TO |
|---|---|---|---|
| F. Does this kind of transportation affect the kinds of child care arrangements that you need? | YES | 1 | G |
| | NO | 2 | H |
| | DON'T KNOW | 8 | H |

| | COL. 18-20 | SKIP TO |
|---|---|---|
| G. In what ways? | | H |

HAND RESPONDENT CARD G.

| | | COL.21 | SKIP TO |
|---|---|---|---|
| H. On this scale, could you please tell me about how satisfied you are with your present job. | VERY SATISFIED | 1 | I |
| | FAIRLY SATISFIED | 2 | I |
| | MORE SATISFIED THAN DISSATISFIED | 3 | I |
| | MORE DISSATISFIED THAN SATISFIED | 4 | I |
| | FAIRLY DISSATISFIED | 5 | I |
| | VERY DISSATISFIED | 6 | I |

TAKE BACK CARD G.

| | | COL.22 | SKIP TO |
|---|---|---|---|
| I. Thinking now about your education, what was the highest grade or level that you completed in school? | 8TH GRADE OR LESS | 1 | J |
| | HIGH SCHOOL INCOMPLETE | 2 | J |
| | HIGH SCHOOL GRADUATE | 3 | J |
| | SOME COLLEGE | 4 | J |
| | COLLEGE GRADUATE | 5 | J |
| | GRADUATE OR PROFESSIONAL SCHOOL | 6 | J |

| | | | COL. | SKIP TO |
|---|---|---|---|---|
| J. Aside from you and your children, what other adults including your spouse live at home with you? (MULTIPLE RESPONSES PERMITTED) | | SPOUSE | 23 | K |
| | children's | GRANDMOTHER | 24 | P (if no spouse) |
| | | GRANDFATHER | 25 | P (if no spouse) |
| | | UNCLE | 26 | P (if no spouse) |
| | | AUNT | 27 | P (if no spouse) |
| | | FRIEND | 28 | P (if no spouse) |
| | | OTHER RELATIVE | 29 | P (if no spouse) |
| | | BOARDER | 30 | P (if no spouse) |
| | | OTHER | 31 | P (if no spouse) |
| | | NONE | 32 | ~~K~~ Q |

| | | COL.33 | SKIP TO |
|---|---|---|---|
| K. At the present time, is your spouse employed, a student, a housewife, or something else? | EMPLOYED | 1 | L |
| | UNEMPLOYED | 2 | L |
| | STUDENT | 3 | N |
| | IN TRAINING | 4 | N |
| | HOUSEWIFE | ⑤ | Mb |
| | OTHER (SPECIFY) ______________ | 6 | N |

| | | COL.34 | SKIP TO |
|---|---|---|---|
| L. Would you say that your spouse usually works full time or part time? | FULL TIME | 1 | Ma |
| | PART TIME | 2 | Ma |
| | OTHER (SPECIFY) ______________ | 3 | Ma |

3

| | | COL.35 | SKIP TO |
|---|---|---|---|
| **Ma.** Does your spouse usually work 26 weeks or more, or less than 26 weeks per year? | 26 OR MORE/YEAR | 1 | ~~Ma~~ N |
| | LESS THAN 26/YEAR | 2 | Mb |

| | | COL. 36 | SKIP TO |
|---|---|---|---|
| **Mb.** Would he/she work more outside the home if you could find adequate child care? | YES | 1 | Mc |
| | NO | 2 | N |

| | COL. 37-39 | SKIP TO |
|---|---|---|
| **Mc.** What kind of child care would that be? | | Md |

| | COL.40 | SKIP TO |
|---|---|---|
| **Md.** What kind of work would your spouse choose? | | N |

| | | COL. 41 | SKIP TO |
|---|---|---|---|
| **N.** Thinking now about your spouse's education, what is the highest grade or level that he or she completed in school? | 8TH GRADE OR LESS | 1 | O |
| | HIGH SCHOOL INCOMPLETE | 2 | |
| | HIGH SCHOOL GRADUATE | 3 | |
| | SOME COLLEGE | 4 | |
| | COLLEGE GRADUATE | 5 | |
| | GRADUATE OR PROFESSIONAL SCHOOL | 6 | |

| | | COL. 42 | SKIP TO |
|---|---|---|---|
| **O.** In your opinion is your spouse better able than you are, to answer the questions in this questionnaire? | YES | 1 | P |
| | NO | 2 | |
| | DON'T KNOW | 8 | |

SKIP P IF SPOUSE IS ONLY OTHER ADULT AT HOME

| | | COL. 43 | SKIP TO |
|---|---|---|---|
| **P.** Are there any other adults living with you who are not working outside your home who would be working outside your home if more adequate day care were available? | YES | 1 | Q |
| | NO | 2 | |
| | DON'T KNOW | 8 | |

ALL RESPONDENTS

| | | COL. 44 | SKIP TO |
|---|---|---|---|
| **Q.** In your present circumstances do you now have a relative who could conveniently care for your children? | YES | 1 | R |
| | NO | 2 | |
| | DON'T KNOW | 8 | |

HAND RESPONDENT CARD H.

| | | | COL.45 | SKIP TO |
|---|---|---|---|---|
| **R.** Please look at this card and give me the letter of the group within which your own age group falls. | A | UNDER 21 | 1 | S |
| | B | 21 - 25 | 2 | |
| | C | 26 - 30 | 3 | |
| | D | 31 - 35 | 4 | |
| | E | 36 - 40 | 5 | |
| | F | 41 - 45 | 6 | |
| | G | OVER 45 | 7 | |

S. For statistical purposes only, we need to know your total family income for 1971. Please look at the bottom section of this card and give me the letter which covers your total family income before taxes. Include all monies received by you or any member of your family.

| | | COL. 46-47 | SKIP TO |
|---|---|---|---|
| A | UNDER $4,000 | 01 | |
| B | $4,000-5,499 | 02 | |
| C | $5,500-6,999 | 03 | |
| D | $7,000-8,499 | 04 | |
| E | $8,500-10,499 | 05 | |
| F | $10,500-11,999 | 06 | END |
| G | $12,000-14,999 | 07 | |
| H | $15,000-17,499 | 08 | |
| I | $17,500-19,999 | 09 | |
| J | $20,000 OR MORE | 10 | |

TAKE BACK CARD H.

DO NOT ASK:

T. Race FILL OUT

| | COL. 48 |
|---|---|
| WHITE | 1 |
| BLACK | 2 |
| OTHER | 3 |

U. Sex

| | COL. 49 |
|---|---|
| MALE | 1 |
| FEMALE | 2 |

RESPONDENT'S NAME__________________________________

ADDRESS__________________________________

DATE OF INTERVIEW__________________________________

INTERVIEWER'S NAME__________________________________

VALIDATED BY__________________________________

## Preschool Children's Section

## PRE-SCHOOL CHILDREN'S SECTION

Name of child ______________________________ Child number

| COL. 11 | | | |
|---|---|---|---|
| 1 | 4 | 7 | 0 |
| 2 | 5 | 8 | |
| 3 | 6 | 9 | |

INTERVIEWER: NOTE, the child number indicated here should correspond with the child number indicated in the Listing Section.

Now, I would like to talk to you about each of your pre-school children separately and about how each of them normally spends their time.

INTERVIEWER: ASK RESPONDENT IF ALL PRE-SCHOOL CHILDREN HAVE THE SAME ARRANGEMENT AT ALL TIMES. IF "YES," COMBINE RESPONSES FOR ALL PRE-SCHOOL CHILDREN ON ONE CHILDREN'S PAGE.

UPON COMPLETION OF THE INTERVIEW, RESPONSES FOR EACH CHILD SHOULD, HOWEVER, BE TRANSCRIBED ON A SEPARATE CHILD'S PAGE.

EACH CHILD SHOULD HAVE A SEPARATE, FILLED-OUT CHILDREN'S PAGE.

---

1. First, talking about ______________ (name), does ______________ (name) regularly spend any time away from home during the week. or in a child care arrangement at home that is not with either parent?

| | COL. 12 | SKIP TO |
|---|---|---|
| YES | 1 | 2 |
| NO | 2 | 58 |
| SOMETIMES | 3 | 2 |

2. How many different arrangements do you regularly have for ______________ (name) during the week?

| | COL. 13 | SKIP TO |
|---|---|---|
| ONE | 1 | 3 |
| TWO | 2 | |
| THREE | 3 | |
| FOUR | 4 | |
| FIVE | 5 | |
| SIX | 6 | |
| OTHER (SPECIFY) ______________ | 7 | |
| DON'T KNOW | 8 | |

3. Where or with whom does ______________ regularly
(name)
spend time away from your home each week or in a child care arrangement at home that is not with either parent?

READ: Please indicate that one place or person where the most time is spent.

| | COL. 14-15 | SKIP TO |
|---|---|---|
| HALF DAY NURSERY SCHOOL | 02 | 4 |
| OEO DAY CARE CENTER | 03 | |
| OTHER DAY CARE CENTER | 04 | |
| HEAD START PROGRAM | 05 | |
| KINDERGARTEN | 06 | |
| FIRST GRADE | 07 | * |
| WITH RELATIVE AT YOUR HOME | 08 | 40 |
| WITH RELATIVE AT ANOTHER HOME | 09 | 23 |
| WITH NON-RELATIVE AT YOUR HOME | 10 | 40 |
| WITH NON-RELATIVE AT ANOTHER HOME | 20 | 23 |
| OTHER (SPECIFY)____________ | 30 | Note A |

Note A: FORMAL CENTER PROGRAM OR SPECIAL SCHOOL -- GO TO Q.4
OTHER OUT-OF-HOME ARRANGEMENTS -- GO TO Q.23
IN-HOME ARRANGEMENTS -- GO TO Q.40

* USE SCHOOL CHILDREN'S SECTION INSTEAD

## CURRENT FORMAL ARRANGEMENT

4. Where or how did you first learn about this child care arrangement?

| | COL. 16-17 | SKIP TO |
|---|---|---|
| NEWSPAPER | 01 | 5 |
| RADIO | 02 | |
| TELEVISION | 03 | |
| FRIEND | 04 | |
| NEIGHBOR | 05 | |
| RELATIVE | 06 | |
| AT WORK FROM CO-WORKER | 07 | |
| AT WORK FROM FORMAL INFORMATION PROGRAM | 08 | |
| OTHER (SPECIFY)<br>____________ | 09 | |
| DON'T KNOW | 80 | |

5. For how long has ____________ now been in this arrangement?
(name)

| | COL. 18 | SKIP TO |
|---|---|---|
| LESS THAN 3 MOS. | 1 | 6 |
| 3 MOS. - 6 MOS. | 2 | |
| 7 MOS. - 1 YR. | 3 | |
| MORE THAN 1 YR. | 4 | |
| DON'T KNOW | 8 | |

6. About how many hours per week does ____________ attend this arrangement?
(name)

| | COL. 19 | SKIP TO |
|---|---|---|
| LESS THAN 10 HRS. | 1 | 47A |
| 10 - 14 HRS. | 2 | 7 |
| 15 - 19 HRS. | 3 | |
| 20 - 29 HRS. | 4 | |
| 30 - 39 HRS. | 5 | |
| 40 HRS. OR MORE | 6 | |
| DON'T KNOW | 8 | |

7. Does ______________ attend
(name)
this arrangement......

(MULTIPLE RESPONSES PERMITTED)

| READ: | COL. 20-22 | SKIP TO |
|---|---|---|
| MORNINGS ONLY | 1 | 8 |
| AFTERNOONS ONLY | 2 | |
| BOTH MORNINGS AND AFTERNOONS | 3 | |
| NIGHTS | 4 | |
| WEEKENDS | 5 | |
| OTHER (SPECIFY) | 6 | |

______________________________

8. Now, approximately how much do you pay per week to send ______________ (name) to this program, excluding the cost of any bus or pick-up service you use?

| WRITE IN AMOUNT | COL. 23-26 | SKIP TO |
|---|---|---|
| $____________ (per week) | | 9 |

INTERVIEWER: IF RESPONDENT PAYS MONTHLY OR DAILY, CALCULATE YOURSELF THE TOTAL WEEKLY FEE, FOR ONE CHILD ONLY.

9. Do you also regularly donate any goods or services to this program?

| | COL. 27 | SKIP TO |
|---|---|---|
| YES | 1 | 10 |
| NO | 2 | |
| DON'T KNOW | 8 | |

10. How does ______________ get to
(name)
this arrangement each day?

| | COL. 28 | SKIP TO |
|---|---|---|
| PICKED UP BY SCHOOL | 1 | 11 |
| GOES BY BUS | 2 | 11 |
| GOES BY CAR | 3 | 12 |
| WALKS | 4 | 16A |
| OTHER (SPECIFY) | 5 | 11 |

______________________________

11. How much do you pay for transportation per child each week?

| WRITE IN AMOUNT | COL. 29-32 | SKIP TO |
|---|---|---|
| $____________ (per week) | | 14 |

12. Who takes ______________ to this
(name)
arrangement each day?

| | COL. 33 | SKIP TO |
|---|---|---|
| RESPONDENT | 1 | 13 |
| SPOUSE | 2 | 14 |
| FRIEND | 3 | |
| RELATIVE | 4 | |
| GROUP OF FRIENDS OR RELATIVES | 5 | |
| OTHER CHILDREN IN MY FAMILY | 6 | |
| OTHER CHILDREN IN AREA | 7 | |
| OTHER (SPECIFY)__________ | 9 | |

______________________________

13. How much extra time does it take you on the way to work each day?

| | COL. 34 | SKIP TO |
|---|---|---|
| NONE | 1 | 14 |
| LESS THAN 5 MINUTES | 2 | |
| 5 - 10 MINS. | 3 | |
| 11 - 20 MINS. | 4 | |
| 21 - 30 MINS. | 5 | |
| MORE THAN 30 MINS. | 6 | |

14. How much time does it take ______________ to get there?
(name)

| | COL. 35 | SKIP TO |
|---|---|---|
| LESS THAN 5 MIN. | 1 | 15 |
| 5 - 10 MINS. | 2 | |
| 11 - 20 MINS. | 3 | |
| 21 - 30 MINS. | 4 | |
| MORE THAN 30 MINS. | 5 | |

15. About how much extra, if any, would you be willing to pay each week per child for this arrangement to be within walking distance of your home?

| | COL. 36-39 | SKIP TO |
|---|---|---|
| WRITE IN AMOUNT<br>$______________<br>(per week) | | 16A |

HAND RESPONDENT CARD I

16A. About how far would you be willing to take ______________ for this arrangement if it were free? (Distance in terms of time)
(name)

| | COL. 40 | SKIP TO |
|---|---|---|
| ARRANGEMENT IS FREE NOW | 1 | 16B |
| NEXT DOOR | 2 | 17 |
| LESS THAN 5 MINUTES | 3 | |
| 5 - 10 MINS. | 4 | |
| 11 - 15 MINS. | 5 | |
| 16 - 20 MINS. | 6 | |
| MORE THAN 20 MINS. | 7 | |
| OTHER (SPECIFY)______________ | 9 | |
| DON'T KNOW | 8 | |

16B. About how far would you be willing to take ______________ for the arrangement you now have? (Distance in terms of time)
(name)

| | COL. 41 | SKIP TO |
|---|---|---|
| NEXT DOOR | 1 | 17 |
| LESS THAN 5 MINUTES | 2 | |
| 5 - 10 MINS. | 3 | |
| 11 - 15 MINS. | 4 | |
| 16 - 20 MINS. | 5 | |
| MORE THAN 20 MINS. | 6 | |
| OTHER (SPECIFY)______________ | 7 | |
| DON'T KNOW | 8 | |

TAKE BACK CARD I

17. How many meals per day (not counting snacks) does ______________ receive there?
(name)

| | COL. 42 | SKIP TO |
|---|---|---|
| NONE | 0 | 18 |
| 1 MEAL | 1 | |
| 2 MEALS | 2 | |
| 3 OR MORE MEALS | 3 | |
| DON'T KNOW | 8 | |

18. Can ______________ attend this arrangement when he/she is mildly ill?
(name)

| | COL. 43 | SKIP TO |
|---|---|---|
| YES | 1 | 19 |
| NO | 2 | |
| DON'T KNOW | 8 | |

19. Approximately how many children are there at this arrangement for each adult?

| | COL. 44 | SKIP TO |
|---|---|---|
| LESS THAN 3 CHILDREN | 1 | 20 |
| 3 - 4 CHILDREN | 2 | |
| 5 - 7 CHILDREN | 3 | |
| 8 - 10 CHILDREN | 4 | |
| 11 - 15 CHILDREN | 5 | |
| 16 - 20 CHILDREN | 6 | |
| MORE THAN 20 CHILDREN | 7 | |
| DON'T KNOW | 8 | |

20. Does this child care arrangement include a formal educational program that teaches children numbers, the alphabet, or how to read?

| | COL. 45 | SKIP TO |
|---|---|---|
| YES | 1 | 21 |
| NO | 2 | 22 |
| DON'T KNOW | 8 | 22 |

| | | COL. 46-49 | SKIP TO |
|---|---|---|---|
| 21. How much less per child would you expect to pay each week if there were no such program? | WRITE IN AMOUNT<br>$ ____________<br>(per week) | | 47A |

| | | COL. 50-53 | SKIP TO |
|---|---|---|---|
| 22. How much more per child would you be willing to pay each week to have such a program? | WRITE IN AMOUNT<br>$ ____________<br>(per week) | | 47 A |

## CURRENT INFORMAL ARRANGEMENT
## AT ANOTHER HOME

23. For how long has ______________ (name) now been in this arrangement?

| | COL. 54 | SKIP TO |
|---|---|---|
| LESS THAN 3 MOS. | 1 | 24 |
| 3 MOS. - 6 MOS. | 2 | |
| 7 MOS. - 1 YR. | 3 | |
| MORE THAN 1 YR. | 4 | |
| DON'T KNOW | 8 | |

24. About how many hours per week does ______________ (name) spend with this person?

| | COL. 55 | SKIP TO |
|---|---|---|
| LESS THAN 10 HRS. | 1 | 47 A |
| 10 - 14 HRS. | 2 | 25 |
| 15 - 19 HRS. | 3 | |
| 20 - 29 HRS. | 4 | |
| 30 - 39 HRS. | 5 | |
| 40 HRS. OR MORE | 6 | |
| DON'T KNOW | 8 | |

25. Does ______________ (name) attend this arrangement.......

(MULTIPLE RESPONSES PERMITTED)

| READ: | COL. 56-58 | SKIP TO |
|---|---|---|
| MORNINGS ONLY | 1 | 26 |
| AFTERNOONS ONLY | 2 | |
| BOTH MORNINGS AND AFTERNOONS | 3 | |
| NIGHTS | 4 | |
| WEEKENDS | 5 | |
| OTHER (SPECIFY) ______________ | 6 | |

26A. Do you pay this person or do you do anything in return for having your child cared for?

| | COL. 59 | SKIP TO |
|---|---|---|
| YES DO SOMETHING IN RETURN | 1 | 26B |
| PAY | 2 | 26D |
| BOTH | 3 | 26B,C&D |
| OTHER (SPECIFY) ______________ | 4 | 26B |

| | COL. 60-62 | SKIP TO |
|---|---|---|
| 26B. What do you do in return for this person taking care of your child? | | 26C |

26C. About how many hours each week do you spend doing this?

| | COL. 63 | SKIP TO |
|---|---|---|
| 1 - 3 HRS. | 1 | Note B |
| 4 - 6 HRS. | 2 | |
| 7 - 9 HRS. | 3 | |
| 10 - 14 HRS. | 4 | |
| 20 HRS. OR MORE | 5 | |
| DON'T KNOW | 8 | |

**Note B:** IF PAY, ASK 26D. OTHERS GO TO 27.

26D. About how much do you pay each week for this person to take care of your child?

| WRITE IN AMOUNT | COL. 64-67 | SKIP TO |
|---|---|---|
| $ ____________ (per week) | | 27 |

INTERVIEWER: IF RESPONDENT PAYS MONTHLY OR DAILY, CALCULATE YOURSELF THE TOTAL WEEKLY FEE FOR ONE CHILD ONLY.

27. How does ______________ (name) get to this arrangement each day?

| | COL. 68 | SKIP TO |
|---|---|---|
| PICKED UP BY RELATIVE OR NON-RELATIVE | 1 | 28 |
| GOES BY BUS | 2 | 28 |
| GOES BY CAR | 3 | 29 |
| WALKS | 4 | 33A |
| OTHER (SPECIFY)____________ ______________________ | 5 | 28 |

28. How much do you pay for transportation per child each week?

| WRITE IN AMOUNT | COL. 69-72 | SKIP TO |
|---|---|---|
| $ ____________ (per week) | | 31 |

29. Who takes ______________ (name) to this arrangement each day?

| | COL. 73 | SKIP TO |
|---|---|---|
| RESPONDENT | 1 | 30 |
| SPOUSE | 2 | 31 |
| FRIEND | 3 | |
| RELATIVE | 4 | |
| GROUP OF FRIENDS OR RELATIVES | 5 | |
| OTHER CHILDREN IN MY FAMILY | 6 | |
| OTHER CHILDREN IN AREA | 7 | |
| OTHER (SPECIFY)____________ ______________________ | 9 | |

30. How much extra time does it take you on the way to work each day?

| | COL. 74 | SKIP TO |
|---|---|---|
| NONE | 1 | 31 |
| LESS THAN 5 MINUTES | 2 | |
| 5 - 10 MINS. | 3 | |
| 11 - 20 MINS. | 4 | |
| 21 - 30 MINS. | 5 | |
| MORE THAN 30 MINS. | 6 | |

31. How much time does it take ______________ (name) to get there?

| | COL. 12 | SKIP TO |
|---|---|---|
| LESS THAN 5 MINUTES | 1 | 32 |
| 5 - 10 MINS. | 2 | |
| 11 - 20 MINS. | 3 | |
| 21 - 30 MINS. | 4 | |
| MORE THAN 30 MINS. | 5 | |

32. About how much extra, if any, would you be willing to pay per child each week for this arrangement to be within walking distance of your home?

| WRITE IN AMOUNT | COL. 13-16 | SKIP TO |
|---|---|---|
| $ ________ (per week) | | 33A |

33A. About how far would you be willing to take ______________ (name) for this arrangement if it were free?
(Distance in terms of time)

| | COL. 17 | SKIP TO |
|---|---|---|
| ARRANGEMENT IS FREE NOW | 1 | 33B |
| NEXT DOOR | 2 | 34 |
| LESS THAN 5 MINUTES | 3 | |
| 5 - 10 MINS. | 4 | |
| 11 - 15 MINS. | 5 | |
| 16 - 20 MINS. | 6 | |
| 20 MINS. OR MORE | 7 | |
| OTHER (SPECIFY) ______________ | 9 | |
| DON'T KNOW | 8 | |

33B. About how far would you be willing to take ______________ (name) for the arrangement you now have?

| | COL. 18 | SKIP TO |
|---|---|---|
| NEXT DOOR | 1 | 34 |
| LESS THAN 5 MINUTES | 2 | |
| 5 - 10 MINS. | 3 | |
| 11 - 15 MINS. | 4 | |
| 16 - 20 MINS. | 5 | |
| 20 MINS. OR MORE | 6 | |
| OTHER (SPECIFY) ______________ | 7 | |
| DON'T KNOW | 8 | |

34. How many meals per day (not counting snacks) does ______________ (name) receive there?

| | COL. 19 | SKIP TO |
|---|---|---|
| NONE | 1 | 35 |
| 1 MEAL | 2 | |
| 2 MEALS | 3 | |
| 3 OR MORE MEALS | 4 | |
| DON'T KNOW | 8 | |

35. Can ______________ (name) attend this arrangement when he/she is mildly ill?

| | COL. 20 | SKIP TO |
|---|---|---|
| YES | 1 | 36 |
| NO | 2 | |
| DON'T KNOW | 8 | |

36. Approximately how many children are there at this arrangement for each adult?

| | COL. 21 | SKIP TO |
|---|---|---|
| LESS THAN 3 CHILDREN | 1 | 37 |
| 3 - 4 CHILDREN | 2 | |
| 5 - 7 CHILDREN | 3 | |
| 8 - 10 CHILDREN | 4 | |
| 11 - 15 CHILDREN | 5 | |
| 16 - 20 CHILDREN | 6 | |
| MORE THAN 20 CHILDREN | 7 | |
| DON'T KNOW | 8 | |

37. Does this child care arrangement include any educational activities that teach children numbers, the alphabet, or how to read?

| | COL. 22 | SKIP TO |
|---|---|---|
| YES | 1 | 38 |
| NO | 2 | 39 |
| DON'T KNOW | 8 | 39 |

2

| | | | |
|---|---|---|---|
| 38. How much less would you expect to pay per child each week if there were no such activities? | **WRITE IN AMOUNT**<br>$ ________<br>(per week) | **COL. 23-26** | **SKIP TO**<br>47 A |
| 39. How much more would you be willing to pay per child each week to have such activities? | **WRITE IN AMOUNT**<br>$ ________<br>(per week) | **COL. 27-30** | **SKIP TO**<br>47 A |

## CURRENT INFORMAL ARRANGEMENT
## AT YOUR HOME

40. For how long has ______________ (name) now been in this arrangement?

| | COL. 31 | SKIP TO |
|---|---|---|
| LESS THAN 3 MOS. | 1 | |
| 3 MOS. - 6 MOS. | 2 | |
| 7 MOS. - 1 YR. | 3 | 41 |
| MORE THAN 1 YR. | 4 | |
| DON'T KNOW | 8 | |

41. About how many hours per week is ______________ (name) at home in this arrangement?

| | COL. 32 | SKIP TO |
|---|---|---|
| LESS THAN 10 HRS. | 1 | 47 A |
| 10 - 14 HRS. | 2 | |
| 15 - 19 HRS. | 3 | |
| 20 - 29 HRS. | 4 | 42 |
| 30 - 39 HRS. | 5 | |
| 40 HRS. OR MORE | 6 | |
| DON'T KNOW | 8 | |

42. Is ______________ (name) at home in this arrangement......
(MULTIPLE RESPONSES PERMITTED)

| | COL. 33-35 | SKIP TO |
|---|---|---|
| MORNINGS | 1 | |
| AFTERNOONS | 2 | |
| BOTH MORNINGS AND AFTERNOONS | 3 | 43 |
| NIGHTS | 4 | |
| WEEKENDS | 5 | |
| OTHER (SPECIFY) ________<br>______________ | 6 | |

43A. Do you pay this person or do you do anything in return for having you your child cared for?

| | COL. 36 | SKIP TO |
|---|---|---|
| YES DO SOMETHING IN RETURN | 1 | 43B |
| PAY | 2 | 43D |
| BOTH | 3 | 43B,C&D |
| OTHER (SPECIFY)<br>______________ | 4 | 43B |

43B. What do you do in return for this person taking care of your child?

| | COL. 37-39 | SKIP TO |
|---|---|---|
| | | 43C |

43C. About how many hours each week do you spend doing this?

| | COL. 40 | SKIP TO |
|---|---|---|
| 1 - 3 HRS. | 1 | Note C |
| 4 - 6 HRS. | 2 | |
| 7 - 9 HRS. | 3 | |
| 10 - 14 HRS. | 4 | |
| 20 HRS. OR MORE | 5 | |
| DON'T KNOW | 8 | |

Note C: IF PAY, ASK 43D. OTHERS, GO TO 44.

43D. About how much do you pay each week for this person to take care of your child?

INTERVIEWER: IF RESPONDENT PAYS MONTHLY OR WEEKLY, CALCULATE YOURSELF THE TOTAL WEEKLY FEE FOR ONE CHILD ONLY

| WRITE IN AMOUNT | COL. 41-44 | SKIP TO |
|---|---|---|
| $ ________ (per week) | | 44 |

44. Does this person also do any housework for you like cleaning, cooking, ironing, or shopping at the same time he or she cares for your child(ren)?

| | COL. 45 | SKIP TO |
|---|---|---|
| YES | 1 | 45 |
| NO | 2 | 47A |

45. Which of these things does this person do?

INTERVIEWER: READ THIS LIST; ALLOW MULTIPLE RESPONSES

| | COL. 46-49 | SKIP TO |
|---|---|---|
| CLEANING | 1 | 46 |
| COOKING | 2 | |
| IRONING | 3 | |
| SHOPPING | 4 | |
| OTHER (SPECIFY)________ ____________________ | 5 | |

46. For about how many hours does this person do these things each week?

| | COL. 50 | SKIP TO |
|---|---|---|
| LESS THAN 5 HOURS | 1 | 47A |
| 5 - 10 HRS. | 2 | |
| 11 - 15 HRS. | 3 | |
| 16 - 20 HRS. | 4 | |
| 21 - 30 HRS. | 5 | |
| MORE THAN 30 HRS. | 6 | |
| DON'T KNOW | 8 | |

## PREVIOUS ARRANGEMENTS

47A. Before you chose this child care a arrangement, what was your previous arrangement for this child?

READ: Please indicate that one place or person where the most time was spent.

| | COL. 51-52 | SKIP TO |
|---|---|---|
| WITH RESPONDENT AT HOME | 70 | 52 |
| WITH SPOUSE AT HOME | 01 | |
| HALF DAY NURSERY SCHOOL | 02 | 47B |
| OEO DAY CARE CENTER | 03 | |
| OTHER DAY CARE CENTER | 04 | |
| HEAD START PROGRAM | 05 | |
| KINDERGARTEN | 06 | |
| FIRST GRADE | 07 | |
| WITH RELATIVE AT YOUR HOME | 08 | 47C |
| WITH RELATIVE AT ANOTHER HOME | 09 | 47B |
| WITH NON-RELATIVE AT YOUR HOME | 10 | 47C |
| WITH NON-RELATIVE AT ANOTHER HOME | 20 | 47B |
| OTHER (SPECIFY)____________ ____________________ | 30 | 47B |

47B. How much time did it take ______________ to get
(name)
there?

| | COL. 53 | SKIP TO |
|---|---|---|
| LESS THAN 5 MINUTES | 1 | 47C |
| 5 - 10 MINS. | 2 | |
| 11 - 20 MINS. | 3 | |
| 21 - 30 MINS. | 4 | |
| MORE THAN 30 MINS. | 5 | |

47C. About how much did you pay per child per week for that arrangement?

| | COL. 54-57 | SKIP TO |
|---|---|---|
| WRITE IN AMOUNT<br>$ ____________<br>(per week) | | 48 |

48. For how long was your child in this previous child care arrangement?

| | COL. 58 | SKIP TO |
|---|---|---|
| FEWER THAN 3 MONTHS | 1 | 49 |
| 3 MONTHS - 6 MONTHS | 2 | |
| 7 MONTHS - 1 YEAR | 3 | |
| MORE THAN 1 YEAR | 4 | |
| DON'T KNOW | 8 | |

49. What is the most important reason that you decided to switch to the child care arrangement that ______________ now goes to?
(name)

| | COL. 59-61 | SKIP TO |
|---|---|---|
| | | 50 |

50. How would you feel about using your previous arrangement again someday? Would you say:

| | COL. 62 | SKIP TO |
|---|---|---|
| YOU WOULD LIKE TO | 1 | 51 |
| YOU WOULD DO SO ONLY IF YOU HAD TO | 2 | |
| YOU WOULD NOT WANT TO | 3 | |
| IT IS NO LONGER AVAILABLE FOR THIS CHILD | 4 | |
| DON'T KNOW | 8 | |

**INTERVIEWER: FILL THIS OUT SEPARATELY FOR EACH CHILD UNLESS THE (PRE-SCHOOL) CHILDREN WERE ALL IN THE SAME PREVIOUS ARRANGEMENT**

51. Now, I would like to read to you a list of items that are features of various child care arrangements. For each one I read, I would like you to tell me whether your present child care arrangement for ______________ (name) is better, worse, or about the same as your previous arrangement on that feature.

| READ EACH ITEM: | PRESENT IS BETTER | SAME | PRESENT IS WORSE | NOT APPLICABLE/ DON'T KNOW | COL. |
|---|---|---|---|---|---|
| A. Provides another meal in addition to lunch and snacks | 1 | 2 | 3 | 4 | 12 |
| B. Within walking distance of home | 1 | 2 | 3 | 4 | 13 |
| C. Open convenient hours | 1 | 2 | 3 | 4 | 14 |
| D. Involves parents | 1 | 2 | 3 | 4 | 15 |
| E. Teaches children colors, numbers, the alphabet and reading | 1 | 2 | 3 | 4 | 16 |
| F. An adult staff that takes the time to tell you how your child is doing | 1 | 2 | 3 | 4 | 17 |
| G. Available anytime, day or night | 1 | 2 | 3 | 4 | 18 |
| H. Men as well as women looking after the children | 1 | 2 | 3 | 4 | 19 |
| I. Within walking distance from work | 1 | 2 | 3 | 4 | 20 |
| J. With other children like yours | 1 | 2 | 3 | 4 | 21 |
| K. Where all your children could be together when the older ones are not in school | 1 | 2 | 3 | 4 | 22 |
| L. Racially integrated, with children of many backgrounds | 1 | 2 | 3 | 4 | 23 |
| M. Helps children to get along better with each other | 1 | 2 | 3 | 4 | 24 |
| N. A place that is safe and clean | 1 | 2 | 3 | 4 | 25 |
| O. A place that is dependable and reliable | 1 | 2 | 3 | 4 | 26 |
| P. Staffed by adults who are well trained | 1 | 2 | 3 | 4 | 27 |
| Q. Enough staff members to provide my child with individual attention | 1 | 2 | 3 | 4 | 28 |
| R. Staffed by adults of the same ethnic background as my children | 1 | 2 | 3 | 4 | 29 |
| S. Available year after year | 1 | 2 | 3 | 4 | 30 |
| T. Fewer than 10 children per adult | 1 | 2 | 3 | 4 | 31 |
| U. Teaches children how to mind and follow directions | 1 | 2 | 3 | 4 | 32 |
| V. Place that your child is usually eager to attend | 1 | 2 | 3 | 4 | 33 |
| W. Cost to you | 1 | 2 | 3 | 4 | 34 |

SKIP TO 52

## SECONDARY ARRANGEMENTS

| | | COL. 35 | SKIP TO |
|---|---|---|---|
| 52. Aside from the principal child care arrangement that you are presently using, do you have another arrangement that you use for ______________ (name) during working hours? | YES | 1 | 53 |
| | NO | 2 | 62 |

53A. What kind of arrangement is it?

| | COL. 36-37 | SKIP TO |
|---|---|---|
| SELF AT HOME | 70 | 62 |
| SPOUSE AT HOME | 01 | |
| HALF DAY NURSERY SCHOOL | 02 | 53B |
| OEO DAY CARE CENTER | 03 | |
| OTHER DAY CARE CENTER | 04 | |
| HEAD START PROGRAM | 05 | |
| KINDERGARTEN | 06 | |
| WITH RELATIVE AT YOUR HOME | 08 | 54 |
| WITH RELATIVE AT ANOTHER HOME | 09 | |
| WITH NON-RELATIVE AT YOUR HOME | 10 | |
| WITH NON-RELATIVE AT ANOTHER HOME | 20 | |
| OTHER (SPECIFY)______________<br>______________________________ | 30 | |

53B. How did you first hear of this arrangement?

| | COL. 38-39 | SKIP TO |
|---|---|---|
| NEWSPAPER | 01 | 54 |
| RADIO | 02 | |
| TELEVISION | 03 | |
| FRIEND | 04 | |
| NEIGHBOR | 05 | |
| RELATIVE | 06 | |
| AT WORK FROM CO-WORKER | 07 | |
| AT WORK FROM FORMAL INFORMATION PROGRAM | 08 | |
| OTHER (SPECIFY)__________<br>________________________ | 09 | |
| DON'T KNOW | 80 | |

54. About how many hours per week does ________________ (name) spend in this child care arrangement?

| | COL. 40 | SKIP TO |
|---|---|---|
| LESS THAN 10 HOURS | 1 | 55 |
| 10 - 14 HRS. | 2 | |
| 15 - 19 HRS. | 3 | |
| 20 - 29 HRS. | 4 | |
| 30 - 39 HRS. | 5 | |
| 40 HRS. OR MORE | 6 | |
| DON'T KNOW | 8 | |

55. Does ________________ (name) attend this arrangement......

(MULTIPLE RESPONSES PERMITTED)

| | COL. 41-43 | SKIP TO |
|---|---|---|
| MORNINGS | 1 | 56 (or 57 if self or spouse from 53A. |
| AFTERNOONS | 2 | |
| BOTH MORNINGS AND AFTERNOONS | 3 | |
| NIGHTS | 4 | |
| WEEKENDS | 5 | |
| OTHER (SPECIFY)__________<br>________________________ | 6 | |

INTERVIEWER: DO NOT ASK #56 FOR "SELF" AND "SPOUSE AT HOME" ON #53a.

56. Approximately how much do you pay per week for this arrangement?

INTERVIEWER: IF RESPONDENT PAYS MONTHLY OR DAILY, CALCULATE YOURSELF THE TOTAL WEEKLY FEE FOR ONE CHILD ONLY.

| WRITE IN AMOUNT | COL. 44-47 | SKIP TO |
|---|---|---|
| $__________ (per week) | | 57 |

57. Do you use more than one child care arrangement because you like it that way, or because you can't find just one that satisfies your needs? (PROBE.)

| | COL. 48 | SKIP TO |
|---|---|---|
| LIKE IT | 1 | 62 |
| CAN'T FIND JUST ONE TO SATISFY NEEDS | 2 | |
| OTHER (SPECIFY)________ | 3 | |
| DON'T KNOW | 8 | |

## ARRANGEMENT WITH PARENTS

58. Have you ever used a child care arrangement for __________ (name) away from home or one at home that is not with either parent?

| | COL. 49 | SKIP TO |
|---|---|---|
| YES | 1 | 59 |
| NO | 2 | 62 |
| DON'T KNOW | 8 | 62 |

59. What was the last child care arrangement of this type that you used for __________ (name)?

| | COL. 50-51 | SKIP TO |
|---|---|---|
| HALF DAY NURSERY SCHOOL | 02 | 60 |
| OEO DAY CARE CENTER | 03 | |
| OTHER DAY CARE CENTER | 04 | |
| HEAD START PROGRAM | 05 | |
| KINDERGARTEN | 06 | |
| FIRST GRADE | 07 | |
| WITH RELATIVE AT YOUR HOME | 08 | |
| WITH RELATIVE AT ANOTHER HOME | 09 | |
| WITH NON-RELATIVE AT YOUR HOME | 10 | |
| WITH NON-RELATIVE AT ANOTHER HOME | 20 | |
| OTHER (SPECIFY)________ | 30 | |

60. For how long was __________ (name) in this arrangement?

| | COL. 52 | SKIP TO |
|---|---|---|
| LESS THAN 3 MONTHS | 1 | 61 |
| 3 MOS. - 6 MOS. | 2 | |
| 7 MOS. - 1 YR. | 3 | |
| MORTH THAN 1 YR. | 4 | |
| DON'T KNOW | 8 | |

| | COL. 53-55 | SKIP TO |
|---|---|---|
| 61. What are the most important reasons that you decided to switch to taking care of the child yourselves? | | 62 |

ALL RESPONDENTS:

62. Do the child care arrangement(s) for _______________ vary from week to week
(name)
or are they pretty much the same?

| | COL. 56 | SKIP TO |
|---|---|---|
| SAME | 1 | 63 |
| VARY | 2 | |
| DON'T KNOW | 8 | |
| OTHER (SPECIFY) | 4 | |

_______________

| | COL. 56-58 | SKIP TO |
|---|---|---|
| 63. If you were not able to use this (these) child care arrangement(s), what other arrangement(s) would you use? | | END |

## Schoolchildren's Section

## SCHOOLCHILDREN'S SECTION

**Name of child** ______________________________ **Child number**

| COL. 11 | | | |
|---|---|---|---|
| 1 | 4 | 7 | 0 |
| 2 | 5 | 8 | |
| 3 | 6 | 9 | |

**INTERVIEWER:** NOTE, the child number indicated here should correspond with the CHILD number indicated in the Listing Section.

**Now, I would like to talk to you about each of your schoolchildren separately, and about how each of them normally spends his or her time.**

**INTERVIEWER:** ASK RESPONDENT IF ALL SCHOOLCHILDREN HAVE THE SAME ARRANGEMENT AT ALL TIMES. IF "YES," COMBINE RESPONSES FOR ALL SCHOOLCHILDREN ON ONE CHILDREN'S PAGE.

UPON COMPLETION OF THE INTERVIEW, RESPONSES FOR EACH CHILD SHOULD, HOWEVER, BE TRANSCRIBED ON A SEPARATE CHILD'S PAGE.

EACH CHILD SHOULD HAVE A SEPARATE, FILLED-OUT CHILDREN'S PAGE.

PLEASE USE THIS FORM FOR ALL CHILDREN WHO ARE IN SCHOOL INCLUDING FIRST GRADERS.

---

1. First, talking about ____________ (name), where did ____________ (name) regularly spend time before or after school during this past school year?

   READ: Please indicate the one place or person where the most time was spent before or after school.

| | COL.12-13 | SKIP TO |
|---|---|---|
| Spouse at home or STAYED PRETTY MUCH ON HIS/HER OWN OR WITH FRIENDS | 40 ~~70~~ | 10 |
| DAY CARE CENTER | 04 | ~~2~~ 2 |
| HEAD START PROGRAM | 05 | |
| WITH RELATIVE AT YOUR HOME | 08 | |
| WITH RELATIVE AT ANOTHER HOME | 09 | |
| WITH NON-RELATIVE AT YOUR HOME | 10 | |
| WITH NON-RELATIVE AT ANOTHER HOME | 20 | |
| OTHER (SPECIFY)______________ ______________ | 30 | |
| DON'T KNOW/NO ANSWER | 80 | 10 |

2. For how long was ____________ (name) in this arrangement?

| | COL. 14 | SKIP TO |
|---|---|---|
| LESS THAN 3 MONTHS | 1 | 3 |
| 3 MOS. - 6 MOS. | 2 | |
| 7 MOS. - 1 YR. | 3 | |
| MORE THAN 1 YR. | 4 | |
| DON'T KNOW | 8 | |

3. About how many hours per week did _____________ attend this arrangement during the school year?
(name)

| | COL. 15 | SKIP TO |
|---|---|---|
| LESS THAN 10 HOURS | 1 | 4 |
| 10 - 14 HRS. | 2 | |
| 15 - 19 HRS. | 3 | |
| 20 - 29 HRS. | 4 | |
| 30 - 39 HRS. | 5 | |
| 40 HRS. OR MORE | 6 | |
| DON'T KNOW | 8 | |

4. Did _____________ attend this arrangement....
(name)

(MULTIPLE RESPONSES PERMITTED)

| | COL.16-18 | SKIP TO |
|---|---|---|
| MORNINGS | 1 | 5 |
| AFTERNOONS | 2 | |
| BOTH MORNINGS AND AFTERNOONS | 3 | |
| NIGHTS | 4 | |
| WEEKENDS | 5 | |
| OTHER (SPECIFY) _____ | 6 | |

_____________________

5. Now, approximately how much did you pay per week during the school year to send _____________ to this arrangement, excluding the cost of any bus or pick-up service you use?
(name)

INTERVIEWER: IF RESPONDENT PAYS MONTHLY OR DAILY, CALCULATE YOURSELF THE TOTAL WEEKLY FEE, FOR ONE CHILD ONLY.

WRITE IN AMOUNT

$_____________
(per week)

COL.19-22

SKIP TO
6

INTERVIEWER: FOR OUT OF HOME ARRANGEMENTS ONLY:

6. How did _____________ get to this arrangement each day?
(name)

| | COL. 23 | SKIP TO |
|---|---|---|
| PICKED UP BY CHILD CARER OR PROGRAM | 1 | 7 |
| GOES BY BUS | 2 | |
| GOES BY CAR | 3 | |
| WALKS | 4 | |
| OTHER (SPECIFY) | 5 | |

_____________________

INTERVIEWER: DO NOT ASK FOR ONLY CHILD, OR WHEN ALL ARE IN SAME ARRANGEMENT:

7. Was _____________ together with any/all of his or her brothers or sisters in this program?
(name)

| | COL. 24 | SKIP TO |
|---|---|---|
| YES--ONE OR MORE | 1 | 8 |
| YES--ALL | 2 | |
| NO | 3 | |
| DON'T KNOW | 8 | |

8. Did the child care arrangement for _____________ vary from week to week, or was it pretty much the same each week?
(name)

| | COL. 25 | SKIP TO |
|---|---|---|
| SAME | 1 | 9 |
| VARIES | 2 | |
| DON'T KNOW | 8 | |
| OTHER (SPECIFY) | 4 | |

_____________________

| | COL.26-28 | SKIP TO |
|---|---|---|
| 9. If you were not able to use this child care arrangement, what other arrangement would you use? | | 10 |

10. Now thinking only about the summer months, does ______________ (name) regularly spend any time in a child care arrangement away from home or in an arrangement at home that is not with either parent?

| | COL.29 | SKIP TO |
|---|---|---|
| YES | 1 | 11 |
| NO | 2 | END |
| DON'T KNOW | 8 | END |

11. Where, or with whom, does ______________ (name) regularly spend time in this arrangement?

| | COL.30-31 | SKIP TO |
|---|---|---|
| DAY CARE CENTER | 04 | 12 |
| HEAD START PROGRAM | 05 | 12 |
| WITH RELATIVE AT YOUR HOME | 08 | 12 |
| WITH RELATIVE AT ANOTHER HOME | 09 | 12 |
| WITH NON-RELATIVE AT YOUR HOME | 10 | 12 |
| WITH NON-RELATIVE AT ANOTHER HOME | 20 | 12 |
| OTHER (SPECIFY)__________ ______________________ | 30 | 12 |

HAND RESPONDENT CARD A.

12. Did you have a relatively difficult time or an easy time setting up a summer arrangement for your child?

| | COL.32 | SKIP TO |
|---|---|---|
| DIFFICULT TIME | 1 | 13 |
| FAIRLY DIFFICULT | 2 | 13 |
| NOT DIFFICULT/NOT EASY | 3 | 13 |
| FAIRLY EASY | 4 | 13 |
| EASY TIME | 5 | 13 |

TAKE BACK CARD A.

13. Do you prefer or would you have preferred to have just one arrangement for ______________ (name), summer and winter?

| | COL.33 | SKIP TO |
|---|---|---|
| YES | 1 | 14 |
| NO | 2 | 14 |

14. Now, approximately how much do you pay per week to send ______________ (name) to this summer arrangement, excluding the cost of any bus or pick-up service you use?

| WRITE IN AMOUNT | COL.34-37 | SKIP TO |
|---|---|---|
| $____________ (per week) | | END |

INTERVIEWER: IF RESPONDENT PAYS MONTHLY OR DAILY, CALCULATE YOURSELF THE TOTAL WEEKLY FEE, FOR ONE CHILD ONLY.

THANK YOU VERY MUCH FOR YOUR HELP!

# APPENDIX D

# CROSS-TABULATIONS

All of the cross-tabulations described in this section have been delivered to the Office of Evaluation, OEO as part of the deliverables of this project.

## D.1 OEO Questionnaire

Two sets of cross-tabulations were produced using the complete sample of respondents to the OEO questionnaire.[1] The first set of cross-tabulations used the following column headings or banner:

| | Users | | | | | | Non-Users | |
|---|---|---|---|---|---|---|---|---|
| | OEO Employees | | | Non-OEO Employees | | | | |
| Total | Spouse at Home | No Spouse at Home | Sub-Total OEO Employees | Spouse at Home | No Spouse at Home | Sub-Total Non-OEO | Spouse at Home | No Spouse at Home |
| 179 | 1 | 20 | 21 | 0 | 21 | 21 | 43 | 94 |

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[1] One of the 43 users was not interviewed until after these tabulations were prepared, so the total number of respondents in these tables is 179, rather than 180.

The other set of cross-tabulations used a banner based on the age categories of the respondent's children:

| | Users | | | Non-Users | | | |
|---|---|---|---|---|---|---|---|
| Total | Preschool Only | Both Preschool and School Age | Sub-total Users | Preschool Only | School Age Only | Both Ages | Sub-total Non-Users |
| 179 | 33 | 9 | 42 | 68 | 38 | 31 | 137 |

Each item in the OEO Questionnaire was tabulated against these two sets of banners. The two sets of cross-tabulations have been delivered to OEO as one of the final products of the project. These tables were used to plan subsequent analyses. They provided a means for determining the numbers of respondents in various subgroups that could be used for comparison purposes and a means of examining the overall response patterns to individual items in the questionnaire.

However, the interpretations of these tabulations are limited in several ways. They involve all non-users of the OEO CDC in the interview sample. As such, they include a number of subgroups who were sampled using different probabilities of selection. In addition, there is no clear way to distinguish between non-users who have a clear need for day care and those who do not.

For these reasons, a specially-defined comparison group was identified to provide a better basis for user/non-user contrasts. Of the total sample of 180 respondents, 97 were selected as showing need for some form of child care on a regular basis. Criteria for need were established as (1) absence of spouse (no spouse, or spouse not available for child care during the day), and (2) use of child care for at least one preschool child 30 hours or more per week. This group of 97 included the 43 CDC users and 54 users of other types of day care. These 54 persons were designated as Comparison Group I.

Each parent in Comparison Group I was characterized by present day care arrangements. To do this, the child who was in day care for the greatest number of hours was selected and the primary arrangement[1] for that child used to characterize the parent. A set of cross-tabulations was produced with the following banner:

| | Users | | | Comparison Group I | | | | |
|---|---|---|---|---|---|---|---|---|
| | | | | | Informal | | | |
| Total Respondents | OEO Employees | Non-OEO Employees | Total Users | Formal Arrangement | At Home | Out of Home | Total Comp. Group | Other Non-Users |
| 180 | 22 | 21 | 43 | 10 | 17 | 27 | 54 | 83 |

"Formal arrangements" includes all other day care centers used by respondents; "Informal at Home" covers care in the home by both relatives and non-relatives such as housekeepers or babysitters; and "Informal Out of Home" covers those arrangements made for child care at the home of a relative as well of non-relatives.

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[1] The arrangement in which the child spent the greatest number of hours.

Subsequently, a subset of Comparison Group I was identified and designated as Comparison Group II. This designation referred to 48 of the 54 members of Comparison Group I who had at least one child in the age range eligible for the OEO CDC (2-5 years). Comparison Group II was used for many of the special analyses described in the report, but cross-tabulations comparing users and Comparison Group II were not developed.

## D.2 Preschool Questionnaire

There were 192 preschool questionnaires completed. Each child was then classified according to the arrangement where he spent the most time. The file was cross-tabulated against the following banner:

| Total Preschool | OEO Day Care Center | Other Formal Arrangement | Informal Arrangement | | With Parent at Home |
|---|---|---|---|---|---|
| | | | At Home | Out of Home | |
| 192 | 48 | 26 | 16 | 39 | 63 |

In the case where a child was primarily at home with the parent, but spent some time in a day care arrangement, the detailed section of the preschool questionnaire was used to question the parent about the secondary arrangement. Therefore, in the cross-tabulations, there are responses to questions about formal and informal arrangements in the column "With Parent at Home."

## D.3 School Children Questionnaire

There were 115 school children's sections completed. Each child was classified according to where he spent his time before and after school during the last school year. The file was then cross-tabulated against the following banner:

| Total School Age | Formal Arrangement | Informal Arrangement | | Spouse at Home or on His Own | Other |
|---|---|---|---|---|---|
| | | Out of Home | In Home | | |
| 115 | 5 | 24 | 19 | 64 | 3 |

# APPENDIX E

## RECOMMENDATIONS REGARDING THE QUESTIONNAIRES

In general, the greatest difficulties with the questionnaires used for this project were experienced with questions relating to costs. Recommendations relating to cost questions will be presented first, followed by comments pertaining to questions on other topics.

The OEO questionnaire asks the respondent how much she now spends on child care each week for all children (Q.14). The Preschool Section and the School Children Section contain the following items, all of which may be considered to be elements of the total cost:

- Preschool

  Q.8, 26D or 43D - Cost per week for preschool child

  Q.11 or 28 - Transportation costs for preschool child

  Q.56 - Cost of secondary arrangement for preschool child[1]

- School Children

  Q.5 - School year costs for school child[1]

  Q.14 - Costs for summertime arrangement (may be one week of summer camp or arrangement for entire summer)

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[1] No separate item on transportation was included for secondary arrangements or for arrangements for school children. This situation should be corrected.

It is not feasible for an interviewer to retain all these separate elements of cost in her head and mentally check it against the total cost in Q.14. Furthermore, even if the interviewer was able to perform this mental feat, it would mean a good bit of backtracking at the end of the interview through all the different sections to straighten out any inconsistencies of response.

It is recommended that a separate cost sequence be added to the interview. The respondent should first be asked for total cost and then ask for the itemization by child and by arrangement. If there are discrepancies, these should be resolved immediately. It is recommended that general information about type of arrangement and number of hours spent in each arrangement be collected as part of the sequence. The interviewer could refer back to this as she fills in the details on primary and secondary arrangements later on. This would make the entire flow of the interview much smoother for cost questions as well as other topics.

A few further comments on specific questions relating to actual or hypothetical costs are in order. Q.12 asks the respondent how much she is willing and able to pay for child care for her youngest child; Q.13 asks how much she is willing to pay for all children. The terminology should be the same in both questions, whatever is desired.

Q.14 is skipped if the preferred day care in Q.9 is "Spouse at Home." There is no particular reason for this, as some persons who prefer their children to be at home with their spouse do presently have day care costs.

If the questionnaire is again used in the summer, a decision should be made as to what to do about temporary summertime costs for day camp and other special, relatively expensive arrangements. There would seem to be some merit in eliminating arrangements which last less than say, one month in figuring current total costs.

There are several questions concerning how much extra a respondent would be willing to pay to obtain child care of a certain type or how much less she would expect to pay if certain features were removed from her current arrangements. It appears that some respondents responded with the total amount they would be willing to pay rather than the additional amount. If a cost sequence such as the one described earlier were used and the responses recorded on a separate chart that the interviewer kept in front of her during the remainder of the interview, then the interviewer could take the respondent's reply to these questions of additional cost and add it to the current cost and probe by saying, "Then you would be willing to pay a total of $__________?"

In the preschool questionnaire, the respondent is not asked for transportation costs if she reports that the child goes to the child care arrangement by car. Our results indicate some respondents are paying for car transportation and this skip pattern should be modified.

One final comment on the issue of cost. There appear to be some serious discrepancies between incomes reported by users and fees reportedly paid at the OEO CDC. One possible source for these discrepancies is the fact that the center defines income as the "combined annual salaries of you and your spouse." The questionnaire definition asks for income received by any member of the family. Given the high percentage of single parents in the user group, some of whom were living with relatives, one would expect the income reported to the center to vary somewhat (and in some cases quite a bit) from that reported in the interview. It is recommended that the questionnaire be made to conform to the definition used at the center. If desired for any reason, a separate question on total family income could be asked, too.

There are only a few recommendations on items other than those pertaining to cost.

First, there is a general instruction at the bottom of page 3 of the OEO questionnaire that says that if the respondent has both preschool and school-age children, she should be instructed to answer the rest of the questionnaire for her preschool children only. Our interviewers had the impression that respondents with children of both ages did not really keep this instruction in mind throughout the OEO questionnaire. Since most respondents had only preschool children or children of both ages (and only a few had school-age only children), it would have been preferable to sprinkle the phrase "preschool children" throughout the remainder of the questionnaire. Interviewers could then have been instructed to omit the word "preschool" when the respondent had only school-age children.

Q.8 of the OEO questionnaire ask respondents to list the child care arrangements they had used or seriously considered using during the past year. Some respondents did not list arrangements they later reported they were using. Others gave responses which did not seem completely consistent with their subsequent responses. It is recommended that Q.8 be broken into two separate questions. First, the respondent should be asked which arrangements she has actually used in the last year. With the list still in front of her, she should be asked if she has seriously considered any of the others.

In Question 9 of the OEO questionnaire, respondents were asked to choose the one type of child care they preferred. A number of respondents felt they could not choose one because their preferences would vary by child. It would be relatively simple to allow for this in the questionnaire and it would retain some valuable information. The question of preferred child care could be asked separately for each child (or for children in different age categories). This procedure would encourage more multiple responses, but the additional information is probably worth knowing.

Question 1 of the preschool section needs a rehauling. It is a very difficult question for respondents to understand and our interviewers quickly learned that a "No" answer should not be accepted at face value. A better approach would seem to be to ask where the child is during most of the hours the respondent is working. If "At home with spouse," then the next question could pertain to whether the child is in this arrangement full-time or whether any other arrangement is used.

The questionnaire sequence in the Preschool Section for informal arrangements in the respondent's home (Q.40-46) is very sparse. Questions pertaining to existence of educational activities and willingness to pay more (or expectation to pay less) for these should be added. A question could also be added on how far the respondent would be willing to take the child if she could obtain a similar arrangement at no cost (similar to 16A and 33A).

At present, the respondent is not asked how long it takes for a child to get to his day care arrangement if he walks (Q.10 and 27). While it can be expected that all of these times would be short, nonetheless a cleaner analysis of "distance to day care arrangement" could be achieved if the question were asked.

# APPENDIX F

## RESPONSE INCONSISTENCIES

All questionnaires were reviewed by members of Westat's professional staff. During this review, an attempt was made to resolve all major inconsistencies in the interviews. This resulted in recontacting about one-half the respondents.

Most of the difficulty revolved around the issue of costs paid for day care. Table F-1 catalogs a number of cases for which cost data could not be completely resolved. In each case, the action taken is indicated.

Question 3 of the preschool questionnaire required the respondent to indicate the arrangement in which the child spent the most time. The response dictated which section of the questionnaire was to be used to collect detailed information about the primary day care arrangement. Subsequently, Q.52 asked if there was a second arrangement in which the child spent time and, if so, a short series of questions was asked about that arrangement.

In a number of cases, the number of hours reported for the secondary arrangement was greater than the number reported for the primary arrangement. In classifying respondents according to the primary arrangement used for the child in day care the greatest number of hours, we used the arrangement associated with the greatest number of hours. In a few cases, respondents did not answer the detailed questions for this type of arrangement, but for their secondary arrangement.

Question 26 of the OEO questionnaire asked if any of the respondent's children attended a day care center other than the OEO center. Three members of Comparison Group I classified as primarily using formal arrangements said "no" to this question. In two cases the child was in a half-day nursery school, which the respondents did not consider to fall within the definition of day care center. In both cases the child was in a secondary arrangement also so that the criterion of 30 hours or more a week was met.

In one case, the child was temporarily away on vacation and the respondent said no to Q.26 because she was not presently using a center. However, she answered the preschool section for the arrangement she had been using before the child went on vacation.

Table F-1. Resolution of inconsistent response patterns on questions of cost

| Case # | Problem | Action |
|---|---|---|
| 286308284 | Respondent has two children. Spouse works part-time. Pays housekeeper $40 for two days a week. Prorated $12 for day care, remainder for housework. Gave weekly costs of $6 each in children's section. Gave total of $40 weekly cost in Q.14. | Changed total in Q.14 to $12.00. |
| 999999907 | Respondent has two preschool children in center. Gave weekly costs of $7.50 and $3.00, respectively, for older and younger. Gave total weekly cost of $3.00 in Q.14. | Changed total in Q.14 to $10.50. |
| 423544434 | Respondent pays $30.00 a week plus $10.00 transportation for one preschool child. Pays $37.50 weekly for school age child during school year; $60 a week in summer. Gave total weekly cost of $100.00. | Changed total to $77.50. |

Table F-1. Resolution of inconsistent response patterns on questions of cost (Continued)

| Case # | Problem | Action |
|---|---|---|
| 999999920 | Gave costs of $35.00 for preschool child, $7.50 for school age child. Gave total cost of $20.00. Could not be reached for followup. | Eliminated total cost from record. |
| 642201677 | Two children in OEO CDC. Gave individual costs of $8.00 and total of $8.00. | Changed total to $16.00. |
| 402262421 | Respondent has one preschool child. Reported weekly cost of $15.00 in Q.14; $17.50 in preschool section. | Changed total cost to $17.50. |
| 388620591 | Respondent has three children. Oldest child is in nursery school 30-39 hours at weekly cost of $16.00. Spends remaining time with housekeeper. Two younger children with housekeeper full-time. Housekeeper is paid $90 a week. Total cost given as $105. | Total cost coded as $99.99 (maximum allowed for in coding). Housekeeper assumes to work 50 hours @ $1.80/hour. Assumed oldest child with housekeeper for 10 hours. Prorated housekeepers hourly wages over children. $6.00 - secondary cost for oldest. $42.00 each for younger two. |
| 801879526 | Two preschool children. One in kindergarten part-time at $15.00 weekly cost. Babysitter paid $17.00 a week as secondary arrangement for older child, full-time arrangement for younger. Gave $34.00 total cost (apparently did not consider kindergarten as day care. | Changed total to $49.00. |

Table F-1. Resolution of inconsistent response patterns on questions of cost (Continued)

| Case # | Problem | Action |
|---|---|---|
| 999999902 | Two school children in free arrangement in summer, cost $15.00 a piece in school year. Preschool child - $7.58 a week year round. Total cost given as $7.58. | Changed total to $37.58. |
| 564901677 | Respondent's preferred method of day care was "Spouse at Home" so Q.14 was not asked. | Denied total cost of $25.00 from individual records. |
| 528811678 | Two preschool children with weekly costs of $15.00 a piece. Total costs given as $25.00 weekly. | Changed total to $30.00. |